



# Stockton Sixth Form College

Supporting Student Success



## Action Plan: Ethnicity

Issue	Targets	Performance Indicators	Staff Responsible and date	Progress
Data on ethnicity	Analyse enrolment retention by ethnicity	College enrolment to be in line with ethnic composition of partner schools	SK	
Success rates in subjects	Department with significant percentage of ethnic minority students to analyse success rates and value added data by ethnicity	Success rates at least in line with all students.  Value added at least in line with all students.	HODs – Sept 2010  SMT	
Review policies and procedures for impact on ethnicity	Single equality duty to replace individual equality policies.  Review procedures for agreeing holidays. Train pastoral and subject staff in issue of forced marriage	Single Equality Duty	VMH – July 2010  VMH – May 2010	
Promotion of equality and diversity	Diverse non-stereotypical images of students from non-white ethnic groups in marketing materials  Display boards	Prospectus Newsletter Department displays and leaflets College display boards	LM VMH annually	

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Racial stereotyping	<p>Staff to challenge racial stereotyping/ racism expressed by students</p> <p>Staff to select diverse illustrations/examples</p> <p>Ensure issues relevant to ethnicity and racism incorporated in the pastoral curriculum (safeguarding)</p>	<p>Lesson observations</p> <p>Pastoral curriculum</p>	<p>HODs SMT</p> <p>All staff</p>	
Pastoral curriculum	Issues of equality and diversity, including promotion of racial equality included in programme	Tutorial programme	LL, VMH	
Learner Voice	Convene focus group of students from non-white ethnic groups each year	Minutes - Issues raised incorporated into action plan	VMH – March 2010	
Recruitment	College to aim to recruit a staffing profile in line with regional profile	Staffing structure	SK - 2012	
Maintain staff and governor awareness of the Single Equality Duty	All staff and the Corporation	Minutes of meetings	AP on an annual basis	