



# 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: to match or better 2008/09 figure of 96%  | College enrolment to be in line with ethnic composition of partner schools (8.2%)                        | SK                                    |          |
| Success rates in subjects                              | Department with significant percentage of ethnic minority students to analyse success rates and value added data by ethnicity <u>with the target of little or no difference in the rates when analysed by ethnicity</u> | Success rates at least in line with all students.<br><br>Value added at least in line with all students. | HODs – Sept 2010<br><br>SMT           |          |
| Review policies and procedures for impact on ethnicity | Single equality duty to replace individual equality policies.<br><br>Review procedures for agreeing holidays. Train <u>all</u> pastoral and subject staff in issue of forced marriage                                   | Single Equality Duty   | VMH – July 2010<br><br>VMH – May 2010 |          |
| Promotion of equality and diversity                    | Diverse non-stereotypical images of students from non-white ethnic groups in <u>all</u> marketing materials <u>and all</u> Display boards   | Prospectus<br>Newsletter<br>Department displays and leaflets<br>College display boards                   | LM<br>VMH<br>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<br/>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 <u>at least once each term</u>  | Minutes<br>- Issues raised incorporated into action plan | VMH – March 2010                     |          |
| Recruitment   | College to aim to recruit a staffing profile in line with the local profile of 2.8%  | Staffing structure                                       | SK - 2012                            |          |
| Maintain staff and governor awareness of the Single Equality Duty | All staff and the Corporation <u>will review and discuss the duty annually</u>   | Minutes of meetings                                      | AP on an annual basis                |          |