

Our mission

Enabling potential by developing skills

Our Vision

Delivering excellent technical skills to support learner and economic prosperity

Our commitment

Lakes College has embraced The public sector duty within the Equality Act 2010 and is fully committed to eliminate discrimination, directly or indirectly, against employees and potential employees, learners and potential learners and any other stakeholders of the college who have any of the protected characteristics, which are: age, disability, gender reassignment, marriage and civil partnerships (not applicable to students), pregnancy and maternity, race, religion and religious belief, sex and sexual orientation.

Our values

The College's framework of robust policies and procedures support the delivery of this strategy and are underpinned by British and Lakes College values of **Ready Respectful Potential**. Embracing and advancing equality, diversity and inclusion (EDI) are central to delivering the college's values, ensuring that we meet the needs of our diverse community. This ethos is not just limited to Lakes College campus; we are proud of the leading role we take to promote EDI in our local community and through national partnership activity, and we will continue to fulfil our responsibility with enthusiasm.

Lakes College continues with its commitment to supporting skills development for the community of West Cumbria, contributing to economic growth, success and prosperity. An increasing focus on the key priorities of apprenticeships, core employability skills and equipping the disadvantaged to secure employment will drive college priorities over the period of this strategy. We are looking to ensure the widest possible choice is available to all our learners and wider stakeholders to limit barriers and promote opportunity.

By working innovatively with stakeholders, employers and partners to promote equality, celebrate diversity and embed inclusive values ensures that we are considered as an inclusive, progressive and modern organisation. By actively promoting these values we strive together to challenging opinions and behaviours ensuring that learners and staff:

- Respect our democratic society and the laws that govern our country

- Accept responsibility for their own behaviour recognising the positive contribution they can make toward the lives of others in college and the local community
- Develop a deeper understanding of different cultures and traditions fostering mutual respect, appreciation and tolerance
- Distinguish the difference between right and wrong in line with civil and criminal law
- Respect for themselves and each other.

Our approach to EDI is integrated into all activities undertaken within the college, from strategic and operational planning, design and delivery of curriculum, through to the recruitment and employment of staff. By recognising the need for a robust and enriched curriculum that balances the educational needs of young people, adult learners and employers, we can work together to create and sustain an inclusive society that thrives on mutual respect, tolerance and celebration of a diverse yet equal community.

Our aims are to;

1. Realise **Potential** by enabling staff and learners to inspire, motivate and thrive in an atmosphere of high performance and trust
2. Be **Respectful** in our challenge of stereotypes, extending contextualised professional development to build confidence and knowledge of EDI
3. Work collaboratively with our learning community to embed British and College values, establishing a culture of acceptance and respect
4. Celebrate the achievements and diversity of our learning community
5. Promote our commitment to opposing discrimination using innovative methods that shares our passion for equality

Equality Diversity & Inclusion Strategy Implementation Plan

Accountability key

Executive Team - ET	Deputy Principal - DP	Assistant Principal – AP	Directors of Curriculum – DOC
Human Resources Manager – HR	EDI working group – WG	Quality Manager - QM	All Managers - AM
Learner Support Manager – LSM	Marketing Manager - MM	Recruitment & Admissions Leader - RAL	

Aim	Action	Accountable person	When	Progress
1. Realise Potential by enabling staff and learners to inspire, motivate and thrive in an atmosphere of high performance and trust				
Become a leading organisation in EDI practice	<ul style="list-style-type: none"> Identify appropriate charter mark to drive forward EDI agenda Share good practice locally and regionally in identified sectors Work in collaboration with other providers to enhance professional development for staff and share good practice Fully embrace Leadership in Diversity agenda within the FE sector 	AP/HRM WG AP/HR ET/AM	Sept 2020 July 2019 July 2021 July 2022	<ul style="list-style-type: none"> Reviewed options with three potential pathways Disability confidence secured Membership of NWEDI network renewed – Jan 2019 NWEDI Network supporting sharing of good practice and engagement in CPD Staff development reviewed as part of HR strategy with training, recruitment and support identified as areas to progress
Create an inclusive environment that fosters	<ul style="list-style-type: none"> Ensure all involved in the college accept their responsibilities to uphold equality in line with British & College Values 	AM	July 2021	

Aim	Action	Accountable person	When	Progress
good relationships and trust	<ul style="list-style-type: none"> • Provide accessible opportunities for reporting of EDI concerns through formal and informal methods • Investigate and take appropriate action in the case of complaints which will lead to positive behavioural change • Provide effective support mechanisms for all • Raise awareness of internalised discrimination and challenge where necessary 	HRM/QM DP/HR HRM HRM	Sept 2019 July 2021 July 2021 July 2021	<ul style="list-style-type: none"> • FBV playing a key part of induction and aligned to college values • Developing LGBT+ champion concept and various support groups • Celebrating our achievements through inclusive marketing, effective social media use and awareness campaigns • Staff Wellbeing and support benefits package in place
Lead and develop an integrated approach to embed EDI in college practice	<ul style="list-style-type: none"> • Policies & Procedures provide a robust framework to support implementation • Clarify Roles and Responsibilities to effectively lead practice throughout the organisation • Frequent and robust analysis of our strategy leads to improved practice and progress • Instil an awareness of the business benefits of EDI with staff at all levels of the college by, <ul style="list-style-type: none"> ○ Leading by example ○ Role modelling expected behaviours ○ Promoting diverse thinking in every forum ○ Develop knowledge and understanding • Develop new EDI strategy in line with stakeholder input and feedback 	ET ET QM/DOC HRM WG AP	Nov 2018 Sept 2018 Dec 2018 July 2019 Feb 2021 Sept 2021 Jan 2022	<ul style="list-style-type: none"> • Strategy approved at FGB July 2018 • EDI working group established • Actions agreed to broaden membership of working group • EDI week coordinated and delivered by ALS team, leaders and external organisation • Working group meeting held February 2021 to refresh strategy and consider current operating context • Review and feedback sessions with governors, staff and learners completed to gain fresh thinking and outlook for new strategy • Aspects incorporated into this strategy to raise standards, quality of information and demonstrate intent for 2022+
Reduce emerging variations in achievement	<ul style="list-style-type: none"> • Monitor the progress of all learners as per Quality Cycle providing support and positive intervention when needed 	DOC/LSM	Monthly	<ul style="list-style-type: none"> • Data analysis completed with emerging gaps identified

Aim	Action	Accountable person	When	Progress
	<ul style="list-style-type: none"> • Consistently agree, revise and review challenging and aspirational targets with all learners and staff • Meet or exceed targets and KPIs relating to achievement to ensure that no groups of learners achieve less well • Reflect current operating climate and challenges in appropriate improvement plans and strategies • Include all variations of statistical significance in curriculum CIP • Developing clear action plans with targets and clarity of responsibility 	<p>DOC</p> <p>ET</p> <p>ET/HRM</p> <p>AP/DOC</p> <p>DOC</p>	<p>Progress reviews</p> <p>Nov 2018</p> <p>July 2021</p> <p>Dec 2021</p> <p>Dec 2021</p>	<ul style="list-style-type: none"> • Continuous Improvement Plans reflect key development areas and actions • Digital poverty considered in CIP with actions in place to support disadvantaged • Achievement variations analysed and improvement strategies incorporated into CIP at department level

Aim	Action	Accountable person	When	Progress
2. Be Respectful in our challenge of stereotypes, extending contextualised professional development to build confidence and knowledge of EDI				
Actively promote non-traditional career and educational pathways highlighting positive role models	<ul style="list-style-type: none"> • Provide a fair, equal and inclusive approach to recruitment and admissions by, <ul style="list-style-type: none"> ○ Careers guidance is highly effective to inform appropriate decision making ○ Use of virtual/online methods ○ Utilise positive role models to promote opportunity of career options ○ Information sessions share with students relatable experiences and information on dangers of stereotyping • Guest speakers invited to share what industries are doing in relation to EDI 	RAL RAL/MM LSM/DOC LSM/DOC RAL/MM/DOC LSM/DOC	Mar 2021 Mar 2021 July 2019 July 2019 July 2021 Dec 2021	<ul style="list-style-type: none"> • Promotional material reflects positive role models and is linked to College Careers Strategy • Tutorial curriculum scheme reflects themes surrounding challenging stereotypes • Programme of guest speakers developed with commitments in place • Personal Development Curriculum embeds career role models • Opportunities to facilitate engagement through virtual platforms has been positive in a number of curriculum areas
Build confidence and understanding to recognise when challenge is needed	<ul style="list-style-type: none"> • Establish and deliver a programme of contextualised professional development for staff • Awareness raising continues throughout all our activities • Clarify what challenge means • Consider Industry specific training packages to support staff and learners • Mandatory training for all staff includes online EDI module 	ET/HR AM HRM/AM HRM	July 2019 Feb 2019 July 2021 Dec 2021	<ul style="list-style-type: none"> • Development programme to be confirmed • EDI week activities successfully completed w/c 11/02/19 • Educate staff and learners on acceptable terms/language • Continued work required • Staff development reviewed as part of HR strategy • Sexual Harassment & Sexual violence included as key theme for SG&P update – link to EDI and acceptable conduct/behaviours

Aim	Action	Accountable person	When	Progress
<p>Inspire all staff to promote and embed EDI at all levels by ensuring inclusivity and respect in their everyday working practice</p>	<ul style="list-style-type: none"> • Staff at all levels demonstrate passion and commitment to leading EDI • Promotion of a positive, inclusive working environment • Continually strive to improve our staff recruitment and selection process through inclusive and innovative approaches • Staff have the opportunity to enhance their learning around EDI in both informal and formal settings • Staff are provided with appropriate support mechanisms if inappropriate behaviour occurs <ul style="list-style-type: none"> • Develop strategies to address emerging gender pay gaps • Renew Disability Confident charter mark 	<p>AM</p> <p>AM HR</p> <p>AM</p> <p>AM/HR</p> <p>Exec/HR</p> <p>DP/HRM HRM</p>	<p>July 2019</p> <p>May 2021</p> <p>Dec 2021 Mar 2021</p>	<ul style="list-style-type: none"> • Review staff climate and wellbeing survey to inform activity • Policies and procedures in place to support staff • Distance Learning courses promoted to educate staff • Actions relating to gender pay gaps established incorporated into HR strategy and reported to Corporation as required • Active recruitment strategies address talent management and challenges relating to recruitment • York survey demonstrates consistent and improving trends with excellent feedback on career opportunities and environment to work in • Disability Confident status renewed March 2021. Status until March 2024

Aim	Action	Accountable person	When	Progress
3. Work collaboratively with our learning community to embed British and College values, establishing a culture of acceptance and respect				
Relentlessly pursue a culture that values and celebrates difference	<ul style="list-style-type: none"> • Seize the opportunities that multi-cultural celebrations present to educate and develop our learners knowledge and understanding • Freedom of speech is recognised and used positively to educate and challenge opinions • Themed weeks across tutorial and curriculum are contextualised to educate and reflect individual and group needs • Learner voice is placed at the heart of the 'Learner Engagement' strategy and used to positively influence change • Develop and implement an ambitious 'parental engagement' strategy that incorporates EDI awareness themes 	LSM/HR/DOC LSM LSM LSM/QM AP/LSM/DOC	Sept 2019 Nov 2020 Feb 2019 Sept 2021	<ul style="list-style-type: none"> • Student diversity –advocates, mentors, supports established in the college to bring in young ideas. • Freedom of Speech Policy developed and implemented • EDI week successfully completed w/c 11/02/2019 • Learner Engagement strategy developed and shared – further work to enhance and embed • Revised Personal Development Curriculum implemented • Review of existing engagement activity with parents/carers using information obtained during pandemic period • Learner Engagement role was unsuccessful in recruitment
Develop productive relationships with local stakeholders and community groups to broaden learner's experiences and understanding	<ul style="list-style-type: none"> • Identify local groups to collaborative and work with • Invite speakers from different parts of the community. • Host events based on significant dates throughout the year. • Encourage more societies/groups within college for groups of staff and students to discuss differences/achievements (like LGBT) • Encourage multicultural groups to use facilities • Involve stakeholders in activities taking place in college to share experiences or activities taking place within their business. • Involvement of parents and carers in equality sessions • Invite external practitioners to share knowledge, observe and inform improvements to practice 	LSM/DOC/ERM LSM LSM/ERM LSM AM AM LSM/ERM LSM/DOC	July 2019 July 2020	<ul style="list-style-type: none"> • Work with local church and faith groups proving challenging due to availability and resource of external groups • Community cohesion projects involving diverse groups (EEP & WE) • Facilitate cultural trips as part of curriculum activities • Strategies linked to industry form part of learning and development for staff and learners

Aim	Action	Accountable person	When	Progress
	<ul style="list-style-type: none"> Promote local cultural changes to raise awareness of current affairs and challenges within our community 	AM	July 2021	<ul style="list-style-type: none"> EDI week planning incorporates external organisations Explore virtual opportunities where operating context prevents F2F activity Actively seek opportunities for community groups to engage with college based development activities

Aim	Action	Accountable person	When	Progress
4. Celebrate the achievements and diversity of our learning community				
<p>Recognise and reward those who actively embrace and lead good practice in EDI</p>	<ul style="list-style-type: none"> • Recognise and reward staff and learners who go above and beyond to promote EDI • Celebrate staff and learner achievements, ideas and practice • Promote good practice and excellent work from learners throughout college and externally • Student ambassadors model embraces and promotes EDI 	<p>AM/HR AM/HR</p> <p>MM</p> <p>MM/LSM</p>	<p>Sept 2018 July 2018</p> <p>July 2021</p> <p>Nov 2021</p>	<ul style="list-style-type: none"> • Learner of the month – EDI criteria included • Award celebrations throughout the year, parents and stakeholders including annual event. To include enrichment work experience and charity work. Promote through college social media channels. • Established more varied forms of recognition for staff and learners when they do things to support and celebrate EDI • Student ambassadors in place from Sept 2018. Representative attending EDI working group • Extend engagement with learners and staff – linked to review of Terms of Reference • Relaunch of the redefined Ambassador role underway • Social media being used extensively to share learner achievements and promote our commitment to EDI

Aim	Action	Accountable person	When	Progress
5. Promote our commitment to opposing discrimination using innovative methods that shares our passion for equality				
Harness the voice of our learning community to inform and influence EDI	<ul style="list-style-type: none"> Lakes College Learner Engagement strategy incorporates clear mechanisms and opportunity to capture and act upon feedback Open voice & Freedom of speech is seen as an opportunity to educate and develop a deeper understanding of EDI themes Active participation by wider stakeholders influences EDI progress and developments Develop and implement Learner engagement role into establishment Develop and implement more sophisticated approaches to capturing learner feedback 	LSM LSM WG AP AP/DOC/LSM	Sept 2019 Dec 2018 Sept 2021 Feb 2021 Dec 2021	<ul style="list-style-type: none"> Student ambassador debates and more diverse topics covered through student led groups Using case studies/real life scenarios. Post on social media to celebrate and promote awareness LGBTQ+ group established leading to an active network that influences change and informs improvements Unable to recruitment to Learner Engagement role Virtual models of engagement and more sophisticated approaches to capturing feedback to be explored and implemented
Use innovative approaches to promote our commitment to EDI	<ul style="list-style-type: none"> Publicise EDI reports and statistics internally and externally that leads to tangible quality improvements and demonstrates compliance with the single equality act Promote our strategy effectively with external stakeholders Share focused clear messages to staff and learners to clarify our determination to create a culture of equality Digital methods are used to effectively share and reinforce messages MyLakes App Launch 	HR/QM/ERM MM AM MM	July 2019 Mar 2021 Sept 2021	<ul style="list-style-type: none"> Marketing of posters, notice board messages & screens, Tutorial sessions, social media, external messages. Develop an app to help record and track EDI issues and ask learners to police this. Gender neutral facilities established Enhance use and impact of MyLakes to promote EDI

