

Equality Objectives 2022-23

Objective 1

Encourage learners and staff to recognise, challenge and report different forms of bullying, prejudice, racism, stereotypes, injustice and inequality.

At DESC we will achieve this through: -

- Opportunities in Pod, Hub and Personal Social Development (PSD) Schemes of Learning to explore in the curriculum
- Discussions in Pod, Hub and with individual learners
- Display and awareness in Centre
- Staff CPD
- Accurate and consistent recording of incidents on CPOMS

Objective 2

Ensure that all members of staff access continuous professional development and guidance in diversity.

At DESC we will do this by prioritising CPD in this area: -

- INSET Day 1 (Sept 2022) 'Creating a sense of belonging for everyone at DESC'
- Identified online training courses (Educare/Creative Education)
- Signposting to additional training eg weekly all staff 'One Thing'
- Engaging staff voice through the Equality Diversity and Inclusion Focus Group
- Use of CPD Wednesday 'light bites'

Objective 3

Analyse diversity amongst staff profile, measuring gender, ethnicity and other protected characteristics at different levels within the organisation and provide leaders with diversity and inclusion and unconscious bias training to ensure recruitment processes are robust, fair and transparent.

At DESC we will do this by: -

- Auditing our staff profile
- Reviewing our Safer Recruitment Policy
- Recruitment packs to ensure inclusivity
- Anonymising applications and blind shortlisting
- Safer recruitment training with a specific focus on unconscious bias
- Equality, Diversity and Inclusion Focus Group