

Equality and Diversity

The College's 'core values' underpin our commitment to equality and diversity in everything we do. We embrace the new Equality Act which includes a new public sector equality duty towards:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity for all
- Fostering good relations between people of different backgrounds

To help us meet this duty the college has set itself some challenging targets. These are shown in our action plan at the end of this document which will be reviewed and reported annually to ensure we are making the necessary progress. We will also have regard to reducing inequality resulting from our rural location and socio-economic disadvantage, as we recognise these can be barriers to students fulfilling their learning potential here at Boston College.

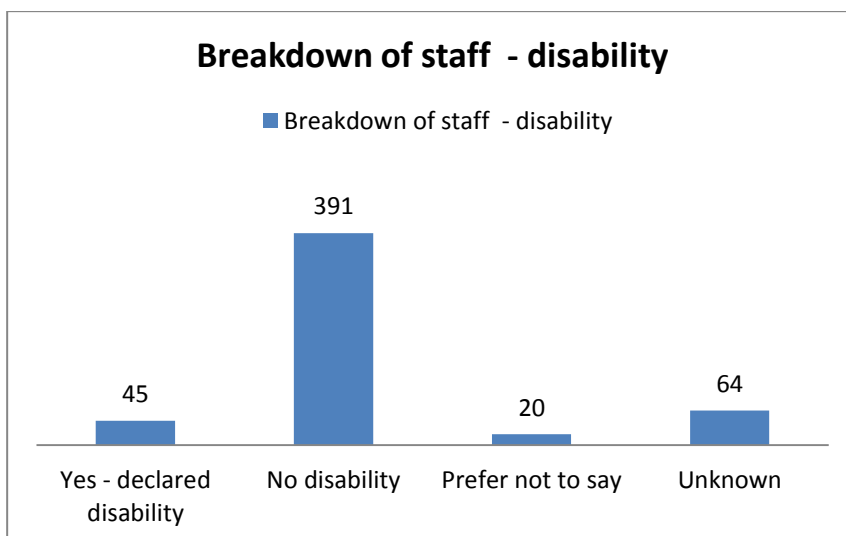
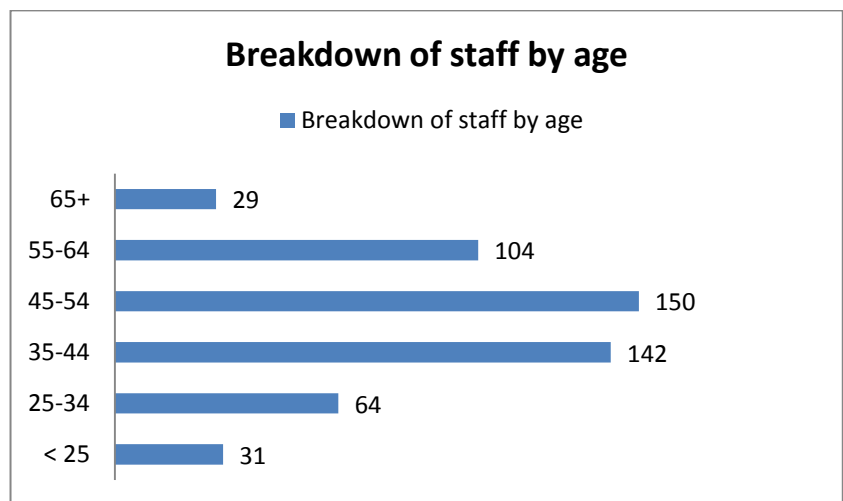
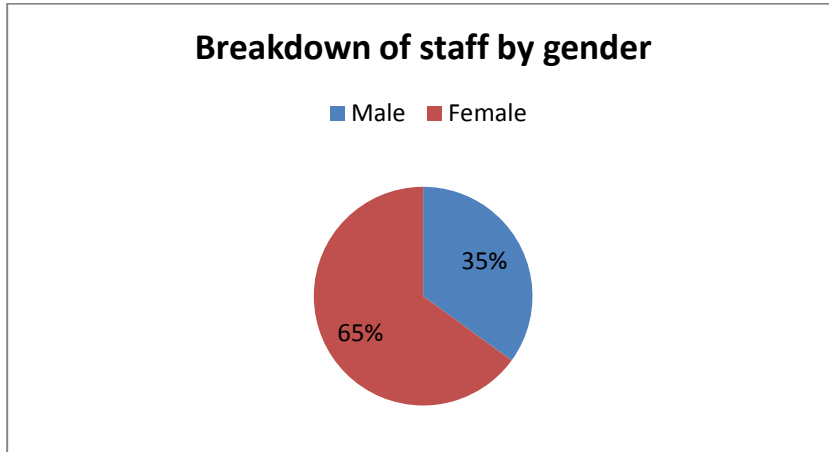
Highlights of 2010/11

- Produced and published a new Single Equality Scheme, including a summary leaflet designed with help from our art students. The Scheme replaces our previous equality and diversity policies and statements.
- Given national recognition when our work featured in a guide to good practice in the Leadership of Equality, Diversity and Inclusion in the Learning and Skills Sector.
- Five members of staff completed a 6-day training programme to support the development of civic mediation, focusing on the impact of migration in Boston and surrounding areas.
- Hosted a Hate Crime Awareness conference with over 60 delegates attending from across Lincolnshire.
- Staff and our student Governor visited the Holocaust Memorial Centre in Newark which provided a thought provoking programme to challenge attitudes and understanding of prejudice and intolerance
- Appointed a College Chaplain to provide pastoral care and guidance for our staff and students
- Delivered equality, diversity & inclusion training to our external partners which included consultancy support to community and voluntary organisations preparing for the Government's new 'Welfare to Work' programme.
- Completed a 'Raising Aspirations' project for our students which included a photography competition, employer site visits and 45 students visiting London 2012 Olympic site venues. Overall, the project impacted on over 200 of our students.
- Retained our 'Outstanding' grade from Ofsted for our residential welfare provision (which included a specific outstanding grade for equality and diversity).

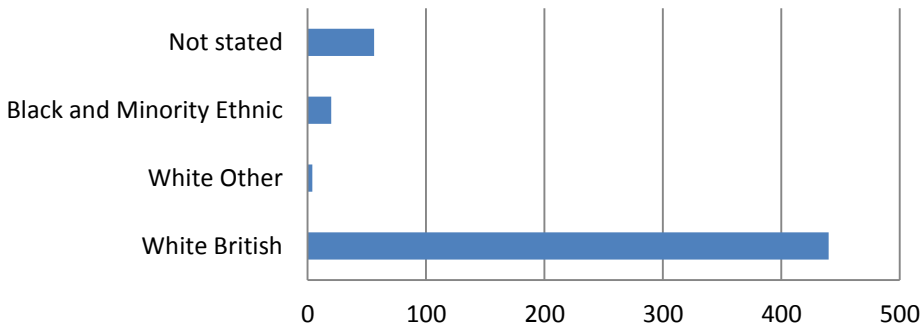
Organisational Profile

The information below shows the breakdown of our staff by age, gender, disability and ethnicity as of November 2011. We have collected data on sexual orientation and religion and belief but have chosen not to publish.

Total number of employees = 520



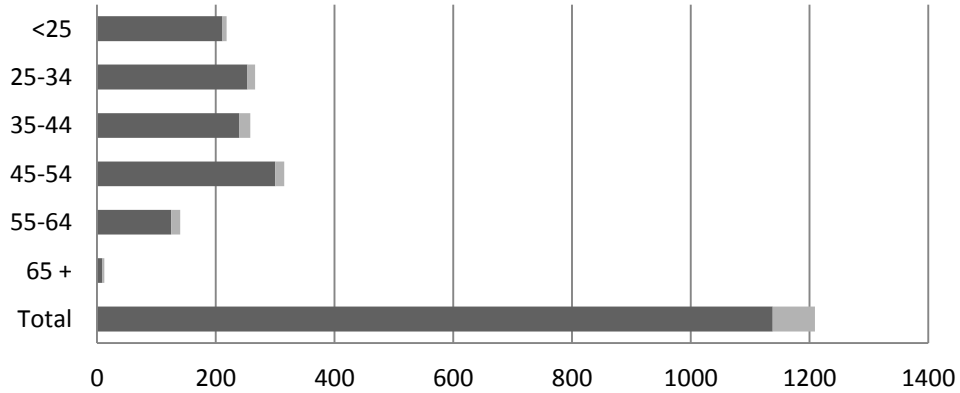
Breakdown of staff by ethnicity



	White British	White Other	Black and Minority Ethnic	Not stated
■ No.	440	4	20	56

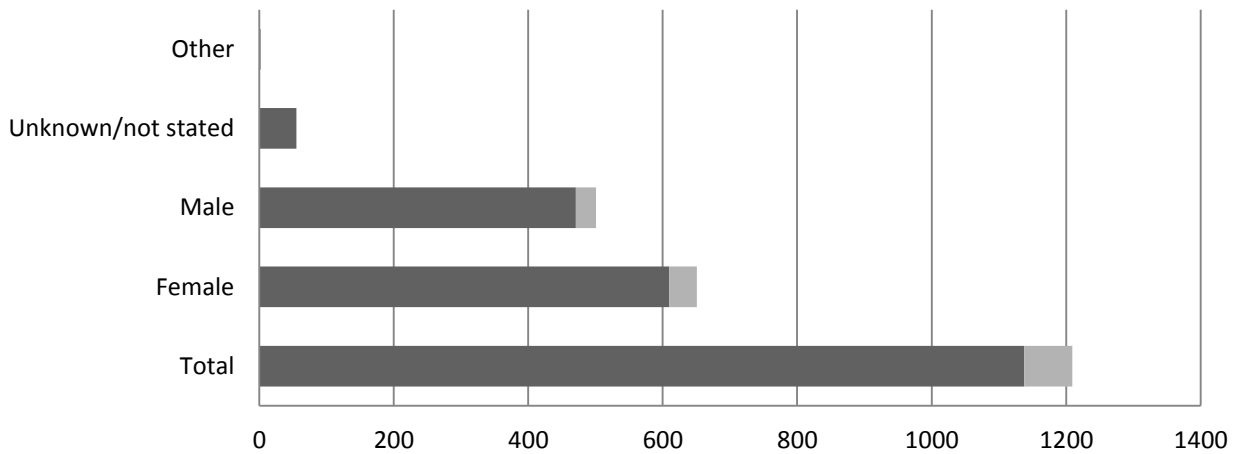
Recruitment Information for the period 1 August 2010 – 31 July 2011

Recruitment information by age 1 Aug 2010 - 31 July 2011



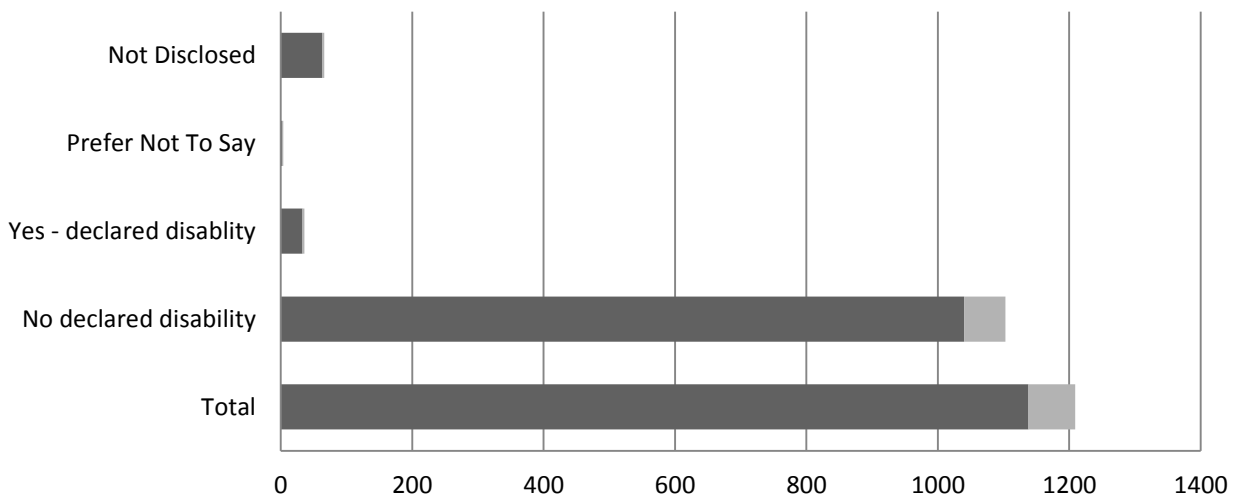
	Total	65 +	55-64	45-54	35-44	25-34	<25
■ Applicants	1138	9	125	300	240	253	211
■ Appointees	71	3	15	15	18	13	7

**Recruitment information by gender
1 Aug 2010 - 31 Jul 2011**



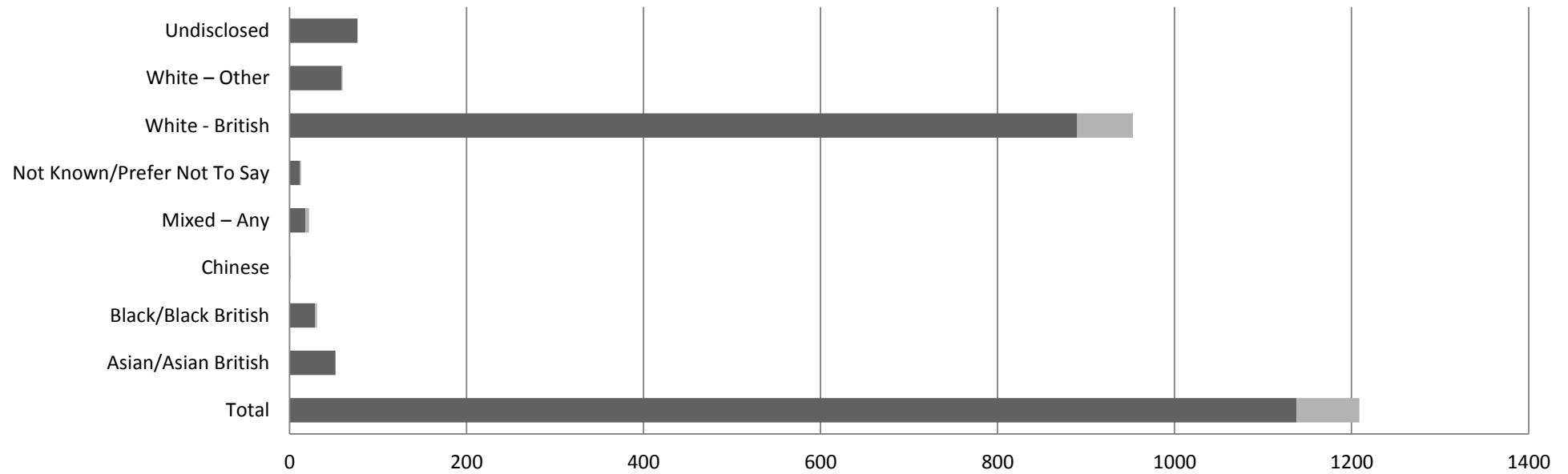
	Total	Female	Male	Unknown/not stated	Other
■ Applicants	1138	610	471	55	2
■ Appointees	71	41	30	0	0

**Recruitment information - disability
1 Aug 2010 - 31 July 2011**



	Total	No declared disability	Yes - declared disability	Prefer Not To Say	Not Disclosed
■ Applicants	1138	1040	33	2	63
■ Appointees	71	63	3	2	3

**Recruitment information by ethnicity
1 Aug 2010 - 31 Jul 2011**



	Total	Asian/Asian British	Black/Black British	Chinese	Mixed - Any	Not Known/Prefer Not To Say	White - British	White - Other	Undisclosed
■ Applicants	1138	52	29	1	18	12	890	59	77
■ Appointees	71	0	2	0	4	1	63	1	0

Boston College: Equality Objectives 2011/12

Activity	Action required	Person Responsible	Completion date	What will our outcome be	The Equality Act covers the following protected characteristics										Other characteristics	
					Age	Disability	Gender	Reassignment	Gender Partnerships	Marriage or Civil Partnerships	Pregnancy & Maternity	Rare	Religion or belief	Sexual orientation	Rurality	Socio-economic deprivation
<i>Boston College Community Cohesion strategy</i>	<i>Working in partnership with our staff, students and other stakeholders we will produce a community cohesion strategy</i>	<i>Equality and Diversity Manager</i>	<i>Jan 2012</i>	<ul style="list-style-type: none"> <i>The strategy will reflect how we will help address the social cohesion issues in the communities that are served by Boston College.</i> 	•	•	•	•	•	•	•	•	•	•	•	•
<i>Hate Crime awareness</i>	<i>We will establish Boston College as a third party signposting centre for reporting hate crime</i>	<i>Equality and Diversity Manager</i>	<i>Feb 2012</i>	<ul style="list-style-type: none"> <i>Help provide a consistent approach to tackling hate crime within Lincolnshire.</i> <i>Signposting support for victims and witnesses of hate crime and incidents</i> 	•	•	•	•	•	•	•	•	•	•	•	•
<i>Foster Good Relations</i>	<i>Support & attend 3 community events that help foster good relations between people who share a protected characteristic and those who do not</i>	<i>Equality and Diversity Manager</i>	<i>July 2012</i>	<ul style="list-style-type: none"> <i>The activities will bring people of different backgrounds together, allowing them to participate in meaningful interaction.</i> 	•	•	•	•	•	•	•	•	•	•	•	•
<i>Widen Under-represented groups (work)</i>	<i>Using baseline data, we will set & monitor annual targets to encourage job applications from under-represented groups from the communities that are served by Boston College.</i>	<i>Director of Workforce Development</i>	<i>June 2012</i>	<ul style="list-style-type: none"> <i>To make Boston College an employer of choice for all groups of people living in the communities that are served by Boston College</i> 	•	•	•	•	•	•	•	•	•	•	•	•
<i>Equality and Diversity Impact Measures (EDIMs)</i>	<i>We aim to set annual targets to narrow the gap of success rates to less than 3% between learners by ethnicity, age, disability and gender</i>	<i>Vice Principal</i>	<i>Nov 2012</i>	<ul style="list-style-type: none"> <i>To remove any barriers that prevent participation ensuring everyone has the same opportunities to achieve their full potential.</i> 	•	•	•	•	•	•	•	•	•	•	•	•