



Portland College 2009/10 Equality, Diversity & Inclusion Targets

“There isn’t anything that can’t be done if we raise our voice as ONE!”

Equality, Diversity & Inclusion

Portland College has a detailed and comprehensive EDI Policy which is supported by targets for the 2009/10 academic year. The College has demonstrated its commitment to Equality, Diversity & Inclusion matters in a number of ways, including allocating specific responsibilities throughout the College, beginning at Governing Body level.

The targets we strive towards cover key themes:

- **Commitment, Communication & Awareness**
- **Teaching, Training, Support & Guidance**
- **Environment & Access**
- **Monitoring & Target Setting**
- **Inclusion, Involvement & Community Cohesion**

These targets are then underpinned with a detailed action plan which the EDI Committee and Department Managers use to guide staff and students. The EDI Committee meets six times annually and reports to the Governing Body, via the College Principal. The Committee is representative of the Portland community. The Committee’s role is one of planning, implementation, monitoring, reviewing, communication and advising as well as taking a proactive approach and leading by example.

We define Equality, Diversity & Inclusion as follows:

- **Equality** means treating people equally
- **Diversity** means recognising, encouraging and accommodating differences
- **Inclusion**, in both a social and educational context, means recognising every individual's right to be treated equally, and to
- be accorded the same services and opportunities as everyone else

2009-2010 Targets

1. Commitment, Communication & Awareness

Portland College is committed to creating a working and learning environment free from discrimination and prejudice.

This will be achieved by:

- Ensuring equality, diversity and inclusion is embedded within all policies and procedures at Portland.
- Ensuring the whole Portland community is aware of the College's commitment to Equality, Diversity & Inclusion.
- Ensuring that marketing, publicity and communications materials take into account the diversity of the UK population in a positive way.

2. Teaching, Training, Support & Guidance

Portland College is committed to meeting the diverse needs of individual students and employees and becoming a model provider and employer by:

- Ensuring that communications, materials, media and processes reflect staff and student diversity and promote educational and social inclusion.
- Ensuring that the individual needs of every member of the Portland Community are discussed on a 'regular basis' and that plans are put in place and action taken, where possible, practical and affordable to achieve this aim.

3. Environment & Access

Portland College is committed to creating an environment that encourages and helps all staff and students to reach their full potential by:

- Ensuring that the physical environment complies with legislative requirements, such as DDA and Care Standards.

4. Monitoring and Target Setting

Portland College is committed to monitoring and reviewing EDI data and where necessary taking action to make learning more inclusive, to widening participation and to helping to eradicate unlawful discrimination by:

- Ensuring that we produce timely, accurate and useful management information on key result areas.
- Ensuring that we use relevant data to inform corrective action where necessary.

5. Inclusion, Involvement & Community Cohesion

Portland College is committed to significantly improving social and educational inclusion and promoting community cohesion within the college and the wider community. Individual and group involvement opportunities for people with disabilities is encouraged as well as taking a wider interest in local, regional and national issues by:

- Ensuring that we challenge barriers to learning and social inclusion
- Challenging physical and non-physical barriers, both internal and external to Portland, which reduce access to goods, services and opportunities for members of our community.

October 2009

Portland College EDI Committee