



**Draft Gower College Swansea  
Strategic Equality Objective and Actions  
2024-2028**



**AGE**

**We will develop, support and nurture our staff and learners across all ages**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Provide upskilling and mentoring opportunities in Digital Technologies		Director of Skills and Business Development
Develop a marketing strategy that is inclusive of all ages		Director of Curriculum & Quality
Advertise job vacancies across multiple platforms utilising traditional and non-traditional platforms		Director of HR
Develop wellbeing activities that are age appropriate.		Director of HR
Develop an ageing workplace benefits survey to capture the needs of our employees across the age groups.		Director of HR

## Gender Reassignment

**We will create an informed, welcoming and supportive culture that promotes the rights of those who have or are transitioning.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Provide pronoun badges free of charge to staff and learners, encouraging members of the college to apply pronoun preferences within introduction and e-mail signatures.		Director of HR
Update Staff and Student systems to increase the range of gender characteristics available as well as multiple honorifics.		Executive Management Team
Promote our gender-neutral facilities, policies and support options both internally and externally – ensuring they are easily accessible.		Executive Management Team
Provide training packages for all staff on trans awareness and inclusion.		Director of HR/ Director of Curriculum & Quality
As part of our equality impact assessment process, any new policies will be reviewed to ensure gender neutral language is included throughout.		All Managers



## Sexual Orientation

**We will provide a safe learning and working environment for of all different Sexual Orientations.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Develop a training program for all staff on sexual orientation and identities		Director of Curriculum & Quality
Continue to celebrate LGBTQ+ awareness campaigns through the academic year through our "rainbow" initiatives.		Executive Management Team
Continuously support and promote the staff LGBTQ+ network and student LGBTQ+ officer across the college campuses.		Executive Management Team
Actively attend local "pride" events and ensuring that Gower College Swansea has a full presence at these events.		Equality & Diversity Officer

## Pregnancy & Maternity

**We will provide equality of opportunity for any staff or learner who are on/or due to take maternity leave.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Develop a pregnancy and maternity policy for learners – outlining support on offer for our students.		Director of Curriculum & Quality
Develop training for managers on how to support colleagues who are pregnant or on maternity/parental/adoption leave.		Director of HR
Explore discounts for staff and learners with local childcare organisations.		Director of HR
Expand our Sport centre provision of holiday clubs for children.		Director of Curriculum & Quality
Make available the maternity/paternity pack on the staff portal.		Director of HR



## Disability

**We will ensure that learning and employment opportunities are available to all with disabilities.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Update our disabled parking bays to “blue badge holder only signage” alongside an awareness raising campaign.		Director of Estates
Make a formal commitment to future building projects designed with accessibility at the forefront.		Director of Estates
Develop a digital training suite to improve knowledge and awareness of different disabilities.		Equality & Diversity Officer
Raise the profile and awareness of national mental health initiatives such as Time to Talk.		Director of HR
Promote our disability confident status across our social media platforms and recruitment packages.		Director of HR
Review our hoist provision and ensure we have adequate and appropriate equipment for staff and learners.		Director of Estates



## Religion & Belief

**We will provide an inclusive and safe environment for individuals, where our staff and learners can be open and confident in their practice of religious practices and beliefs.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Provide appropriate prayer room provision across all campuses		Executive Management Team
Provide inclusive sports kits to learners		Director of Curriculum & Quality
Celebrate and promote a diverse range of religious faiths and festivals across the college.		Equality & Diversity Officer
Improve our catering provision for those with dietary requirements and improved descriptions and signage.		Director of Curriculum & Quality
Link in with community faith leaders to provide staff and learners with support around faith.		Equality & Diversity Officer

**Sex**

**We will provide a safe environment, free of sexual harassment and discrimination.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Provide a programme of Sexual harassment training and workshops for both staff and learners		Director of Curriculum & Quality
Develop a cross college “Call it out Campaign” encouraging staff and students to call out any inappropriate behaviour and relate back to the 9 protected characteristics,		Equality & Diversity Officer
Offer specific training for managers on how to deal with inappropriate behaviour and language, creating safe work environments and conflict resolution.		Director of Curriculum & Quality
Become a “White Ribbon” Accredited organisation		Director of HR
Promote mixed gender sports across the college.		Director of Curriculum & Quality





**Race**

**We will improve our academic outcomes for learners from diverse cultural backgrounds, increase the number of staff from Black, Asian and Minority Ethnicities working at the college, whilst promoting anti-racism and inclusion.**

To progress this objective, we propose the following Actions:

Action	Timeframe	Responsibility
Provide a programme of anti-racist training for all staff.		Director of Curriculum & Quality
Partner with EWC BAME Recruitment Officer to promote careers and opportunities across local BAME communities		Director of HR
In partnership with EWC, host a recruitment fair specifically targeted at our local diverse communities.		Director of HR
Hold focus groups with staff, learners and the local community to capture lived experiences and how the college can provide support		Director of Curriculum & Quality/ Director of HR
Celebrate Black history month and relevant cultural events throughout the academic year.		Equality & Diversity Officer



<p>Develop an enhanced information induction pack to highlight services, facilities, policies and clubs to be made available to students on transition days, induction and open evenings.</p>		<p>Director of Curriculum &amp; Quality</p>
<p>Monitor educational outcomes by ethnicity and subject area, using this information to highlight any potential additional support that may be required.</p>		<p>Director of Curriculum &amp; Quality</p>
<p>Develop and embed an inclusive and diverse curriculum, implemented the resources developed by the FE diverse curriculum working group network in Wales.</p>		<p>Director of Curriculum &amp; Quality</p>

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