

Key Objectives 2019-20 (Based on Self-Assessment Review and Quality Improvement Plan)

Intention	Action	Impact/Target Measures
Increase the use of resources intended to improve E&D practice across the college and give advice to staff on their implementation	Work with curriculum committee to create opportunities for sharing good practice; distribute copies of new handbook to all staff	Evidence of resource use in E&D section of SARs/QIPs
Organise college-wide events to celebrate E&D which are successfully advertised to attract a high number of students to participate	Work with RCU and student societies to continue to run college wide events, and improve use of social media and other advertising materials	Increased numbers of students at or aware of E&D events as measured by evaluation comments; positive feedback at E&D committee
Promote E&D events throughout the year to celebrate diversity wherever possible and encourage discussions and engagement with E&D topics	Continue to use the bulletin and calendar to highlight key E&D dates throughout the year; encourage staff to promote these events	At least monthly E&D alerts in bulletin; E&D calendar displayed visibly around college
Ensure that students are involved in the work of the E&D committee so that resources and events meet the needs and interests of students	Ensure RCU attendance at E&D committee meetings; meet with E&D related student societies; encourage students to start new societies via the bulletin	RCU students present at all E&D meetings; meet with all E&D related societies before October half term; new multi-cultural society established
Increased staff attendance at E&D committee meetings to ensure the work of the E&D committee reaches all areas of the college, ultimately leading to improved review data	Schedule E&D meetings on Wednesdays where possible; advertise E&D meetings in staff briefings; alert DoFs in advance of each meeting	All faculties represented at all E&D meetings; at least 6 members of staff present at each meeting
Gather relevant and direct student feedback on E&D	Investigate the possibility of changing the questions in the student survey to include a specific E&D themed item	New E&D question in survey
Provide opportunities for students to hear from and speak to diverse role models who reflect their diversity	Reintroduce speaker events with diverse role models	At least one speaker event
Ensure pronoun badges are clearly and effectively promoted so that all members of the college understand their purpose	Promote the badges through the bulletin and all staff emails; ensure there are posters near any collection points	Improved feedback in the E&D committee