



Single Equality Action Plan 2012

Objective	Equality Strands	Lead Responsibility	Start date	Date completed	Specific outcomes and outputs
Single Equality Duty and Action Plan					
Publish the Single Equality Duty 2012-15 on the College intranet and website.	All	Human Resources Manager (Equality Officer)	Jan 2012	Jan 2012	The specific duty under the Equality Act 2010 ("The Act") to publish relevant, proportionate information that demonstrates the College's progress towards its equality objectives will be met.
Publish the Single Equality Action Plan 2012 on the College intranet and website	All	Human Resources Manager (Equality Officer)	April 2012	April 2012	The specific duty under the Equality Act 2010 ("The Act") to publish the College's equality objectives will be met.
Monitor and evaluate progress against the Single Equality Action Plan 2012-15.	All	Human Resources Manager (Equality Officer)	Trinity Term 2013, and annually thereafter		Ongoing and future activity in relation to equality and diversity will be better focussed.
Report on progress against the Single Equality Action Plan 2012 to the College's Governing Body.	All	The Treasurer	Trinity Term 2013, and annually thereafter		Governing Body has a continued and active involvement with equality and diversity matters.

Policy and decision making					
College Committees to consider the implications for equality in respect of policies and decisions made.	All	The Treasurer	Trinity Term 2012	Ongoing	Equality considerations are embedded into policy and decision making processes.
Provide information and training on the legal requirements of equality and diversity.	All	The Treasurer	Trinity Term 2012	Ongoing	Commitment to Equality is led from Governing Body and supported through line managers.
College Committees to review the impact of decisions made and take action to address any unintended consequences.	All	The Treasurer	Trinity Term 2012	Ongoing	Unintended consequences of decisions made are addressed.
HR and Equality Policies					
Review the Integrated Equality & Diversity Policy (2008) and publish an updated policy.	All	Human Resources Manager (Equality Officer)	Trinity Term 2012		The College Equality Policy includes all the protected characteristics within "The Act" and reflects the College's vision and commitment to Equality and Diversity.
Review and update the equality and diversity pages on the College website.	All	Human Resources Manager (Equality Officer)	Trinity Term 2012		The College website reflects the College's vision and commitment to Equality and Diversity.
Provide links to other websites such as the Equality and Human Rights Commission, ACAS, and DirectGov equality pages.	All	Human Resources Manager (Equality Officer)	Trinity Term 2012		College members have the opportunity to find out more about equality than could be provided by the College alone.
Review employment policies within the Support Staff Handbook (2009)	All	Human Resources Manager (Equality Officer)	Hilary Term 2013		College policies give due consideration to all the protected characteristics under The Act.

Equal Opportunities					
Improve mechanisms for gathering and using equality and diversity information	All	Human Resources Manager (Equality Officer)	Hilary Term 2012	Ongoing	The collection, analysis and use of equality and diversity information is improved.
Conduct an equality survey to examine perceptions and experiences of Academic members and Support staff in relation to equality and diversity	All	Human Resources Manager (Equality Officer)	Trinity Term 2012		To communicate the College's values and commitment to equality, and to improve the future focus of equality resources and activities and identify barriers that exist, or are perceived to exist, for specific groups of people.
Trusts and Special Funds					
Review all trusts and special funds	Gender	College Accountant	Trinity Term 2012		Gender restrictions on trusts and special funds are removed where appropriate (on application to the Charity Commission and other appropriate bodies if necessary).

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