

## Liberty Equality Objectives 2023-24

Liberty College is committed to encouraging diversity and reducing discrimination in both its role as an employer and as a provider of services. Liberty College aims to create a culture that respects and values differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. Liberty College accepts the spirit and intention of the various legislation, regulations and codes of practice which separately and collectively outlaw certain kinds of discrimination in selection, recruitment, induction, programme delivery and assessment.

Liberty College aims to ensure that learners are truly representative of all sections of society and that every learner feels respected and able to give their best.

Liberty College undertakes to ensure equality of treatment for all and aims to:

- ensure no learner is discriminated against or receives less favourable treatment because of a protected characteristic
- ensure awareness is raised around issues of diversity, and
- acknowledge any issues of discrimination, harassment or victimisation that are brought to the attention of management ensuring they are investigated and rectified promptly and sensitively using an appropriate procedure.

Our equality objectives should be read and understood in conjunction with our Equality and Diversity Policy.

All equality objectives will be reviewed at the end of each academic year to determine how far they have been met and what more, if anything, needs to be done to meet and consolidate these objectives. New objectives will be set as and when appropriate.

Objective	Actions
1. Reduce prejudicial bullying	Promote tolerance, understanding and friendship. Robust and detailed PSHE provision. Embed within the curriculum. Strong safeguarding procedures, including annual safeguarding and online safety training for learners and staff. Provide opportunities for, and foster, restorative justice approaches. Challenge any inappropriate behaviours.
2. Promote fairness, equality and cultural understanding	Deliver cultural topics through lessons and PSHE. Embed within the curriculum. Inform learners of cultural events.

	Encourage participation and college events based around cultural events and dates of significance.
3. Improve progress and outcomes, narrowing the gap between minority groups.	<p>Monitor and track progress. Interventions. Core Goals tracking – Health and Home Life, Personal Skills, Career and Qualifications. Detailed data tracking. Data comparison spreadsheets and tracking. Personalisation, differentiation and quality first teaching.</p>
4. Improve staff awareness and understanding.	<p>Provide appropriate CPD opportunities. Provide training opportunities suited to employee's roles. Ensure safer recruitment and compliance when recruiting. Undertake many staff meetings and briefings where equality, inclusion and fairness are discussed. Provide all staff with access to all relevant, up to date policies, ensuring that they read and understand said policies.</p>