



# Equality Action Plan for Wyke Sixth Form College

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## 1. Vision and Commitment

Create an inclusive environment where all students and staff are treated fairly and respectfully and are included regardless of their personal characteristics. Equality, Diversity and Inclusion are embedded into college policies and practices, staff are well-trained and this is consistently monitored and reported on to ensure it happens.

## 2. Objectives

- Promote equal opportunities for all.
- Prevent discrimination, harassment, and victimisation.
- Celebrate diversity and foster inclusion.

## 3. Overarching Equality Aims

Each year, overarching equality aim(s) are agreed to set out a key focus for equality work that year. For the 2025/26 and 2026/27 academic years the overarching aim is:

For staff to become educated about different types of neurodiversity to:

A) more effectively support all our students

B) more effectively work with/lead/support our colleagues

Actions that have been taken so far in relation to this include:

- All staff receiving training from a keynote speaker who writes and speaks about autism and ADHD, has lived experience, and is also a teacher
- Time in departments dedicated to reflecting on this input and how we can improve our practice to better support neurodiverse students and members of staff. These actions have been gathered centrally.
- Time dedicated to this issue on the leadership team planning day – sharing ideas and providing feedback to others on their drafted actions
- Training for the Additional Learning Support team from Matthew's Hub on their role in supporting neurodiverse students.

- A staff Neurodiversity group has been established and the first meeting held
- An adjustment passport template has been piloted

Further actions that have been planned are:

- Senior Leaders to discuss and agree team actions with the leaders of teams they oversee.
- Further training for all staff with more of a focus on ADHD as the initial session mainly focused on autism.
- H.R. team and ALS teams to collate more support resources for managers and teachers/student facing staff respectively.
- A Neurodiversity Café event to be organized for peer support and information sharing

#### 4. Equality Audit: Actions for Protected Characteristics

The Equality Act 2010 identifies nine protected characteristics. Below is an audit of actions to progress equality for each:

| Protected Characteristic | Current Position                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Actions to Progress Equality                                                                                                                                                                                                   |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Age                      | Students aged 16–19, staff mixed age groups. Monitor profile each year. Menopause café held termly, guidance documents for managers, emergency kits provided.                                                                                                                                                                                                                                                                                                                                                  | Ensure age-neutral policies by continuing to conduct EIAs. Ensure are avoiding age bias in recruitment by continuing to monitor staff profile. Continue to discuss menopause and train managers to support women at this time. |
| Disability               | Focus on Neurodiversity in 2025/26 (see above). Strong teams and systems in place to support students with disabilities. Access to Togetherall, further training and specialism for safeguarding team. MH blog. Wellbeing service business cards. Student Health Guide shared H.R. support and policies in place to support staff. Employee Assistance Programme provided – G.P. and mental health support. MHFAs trained. Mental Health Committee in place. Offered free hearing tests for staff summer 2025. | See above for further work to be carried out under overarching equality aim. Mental Health Committee to continue to agree actions and further improve our support.                                                             |

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|                              | Event to support World Mental Health Day, Time to Talk day celebrated each year. Wellness Action Plan resources are provided for managers and used as needed.                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                             |
| Gender Reassignment          | Safeguarding team member focusing on LGBTQ+ issues and supporting students struggling with gender.<br>Continue to treat students who are either medically or socially transitioning respectfully, following equality legislation, KCSIE guidance and other government advice.<br>Optional badges worn by staff showing their pronouns                                                                                                                                                                                  | Develop guidance for supporting trans students as national advice becomes clearer.                                                                                                                          |
| Marriage & Civil Partnership | Applies mainly to staff. Family friendly policies and enhanced maternity/adoption pay offered.                                                                                                                                                                                                                                                                                                                                                                                                                         | Ensure family-friendly policies remain up to date with the Employment Rights Act.                                                                                                                           |
| Pregnancy & Maternity        | Applies to staff and some students. Clear maternity policy for staff with enhanced pay. Keeping In Touch days used positively to support returns to work.<br>Continue to take an open-minded and positive approach to flexible working requests.                                                                                                                                                                                                                                                                       | Ensure policies remain up to date with changes in Employment Rights Act.                                                                                                                                    |
| Race                         | Diverse student population<br>Diverse Corporation<br>Less diverse staff body<br>Significant training in 2023/24 and 2024/25 on race and good staff engagement.<br>Included a key note speaker and staff participating in Race Equality week.<br>Very popular Culture Day annual celebration.<br>Training for leaders and some staff in 4-step approach to responding to racist incidents.<br>Added phonetic pronunciation of names to student record system.<br>Introducing name blind recruitment from February 2026. | Monitor any attainment gaps<br>Continue to celebrate cultural events<br>Anti-racism training to continue with participation in race equality week February 2026<br>Monitor impact of name blind recruitment |
| Religion or Belief           | Multi-faith student body. Prayer room available.<br>Safeguarding team member undertaken specialist training on HBV, forced marriage etc and created confidential support channel                                                                                                                                                                                                                                                                                                                                       | Student lead identified for Muslim Women's Society<br>Continue to work with Hull Sisters – supporting them and liaising with them for advice and resources.                                                 |

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| Sex                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>Gender balance of Corporation, leaders, and all staff monitored annually and actions taken if needed.</p> <p>Significant focus given to educating students and staff on harmful sexual behaviours – reading additional parts of KCSIE, staff meetings, newsletters.</p> <p>Support for White Ribbon and associated education. Leading regional groups on this topic.</p> <p>Criminology students attending talk at Hull University</p> <p>Sexual harassment risk assessment put in place and content added to staff harassment policy. Training for staff on sexual harassment.</p> <p>Menopause café, emergency kits.</p> <p>Supporting International Womens’ Day and Movember</p> <p>PGCE students trained on professionalism including sexual harassment</p> | <p>Continue to analyse student performance by gender and address any gaps in subjects;</p> <p>Continue to annually review gender pay gap for staff;</p> <p>White Ribbon work – gain accreditation, actions include: collating support resources for staff, training for HR</p> |
| Sexual Orientation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>LGBTQ+ support group exists</p> <p>Pride is celebrated across the College</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p>Strengthen anti-bullying measures; promote inclusive language; visible allyship</p>                                                                                                                                                                                         |
| <p><b>General:</b></p> <p>All staff to complete equality training at least 3-yearly with topic specific updates and additions communicated as and when needed.</p> <p>Equality, Diversity and Inclusion Policy up to date and sets the desired tone.</p> <p>Policies all Equality Impact Assessed.</p> <p>Recruitment practices have been audited externally in 2025/26 to ensure the policy is adhered to and decisions have been made fairly and professionally.</p> <p>Equality, Diversity and Inclusion events communicated, education provided, and celebrated with staff and students</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                |

## 5. Responsibilities

- Senior Leadership Team: Strategic oversight.
- Director of H.R.: Drafting areas of focus, coordination and monitoring of action plan, staff training.
- Vice Principal – Pastoral: Coordinating student focused equality provision and work.
- Vice Principal – Curriculum: Overseeing equality aspects of curriculum delivery – content, student outcomes.
- Assistant Principal – Teaching and Learning: Overseeing equality aspects of teaching and learning

- Assistant Principal – Skills: Overseeing enrichment from an equality perspective
- Assistant Principal – Data and Reporting: Providing equality data to leadership team
- College Leadership Team: Overseeing their area of responsibility from an equality, diversity, and inclusion perspective, conducting EIAs where necessary.
- All staff: Day-to-day implementation.

## **6. Success Measures**

- Improved achievement across all protected characteristics.
- Improved understanding of all members of staff about equality issues and how they can be proactive in making all colleagues and students feel included and fairly treated.
- Positive feedback in annual surveys about feeling included.
- Reduction in/no discrimination complaints.