

Equality & Diversity Objectives: April 2024 – March 2028

Objective	Protected Characteristic	Lead	Public Sector Duty		
			Eliminate Discrimination, Harassment or Victimisation	Advancement of Equality of Opportunity *	Foster Good Relations *
1. Reduce the gender pay gap from 21.4% to 18% by March 2028 (UK gender pay gap is currently 14.3% (median) and 21.3% for the UK education sector)	<ul style="list-style-type: none"> Sex 	Head of People Services	✓	✓	
2. Reduce the 'not known' staff declarations for religion from 46% to 10% by March 2028	<ul style="list-style-type: none"> Religion and Belief 	People Services Manager	✓	✓	
3. Ensure the proportion of staff from ethnic minority heritage groups matches or is close to the representation for Lincolnshire of 4% (currently 1%)	<ul style="list-style-type: none"> Race 	People Services Manager	✓	✓	
4. Develop an Aging Workforce Strategy by promoting the ability for staff to phase their retirement (42% of staff are 50 years old and over)	<ul style="list-style-type: none"> Age 	Head of People Services		✓	
5. To become a neuroinclusive organisation by 2028	<ul style="list-style-type: none"> Disability 	People Services Manager	✓	✓	✓
6. Launch a Disability support group for staff and track the impact	<ul style="list-style-type: none"> Disability 	Head of Student Services		✓	✓
7. Improve the achievement rate of students with mental health issues and social and emotional difficulties from 81% and 86% respectively to 87% in line with the College average achievement rate for all learners	<ul style="list-style-type: none"> Disability 	Head of Student Services	✓	✓	✓
8. Improve the achievement rate for Looked After Children from 73% to 86% in line with the national achievement rate	<ul style="list-style-type: none"> Potentially all protected characteristics 	Head of Student Services			✓

* Foster good relations between people who share and people who do not share a relevant protected characteristic

Relevant Protected Characteristics: Age / Disability / Gender reassignment / Pregnancy and maternity / Race / Religion or Belief / Sex / Sexual orientation