

AoC's equity, diversity and inclusion charter

Salford City College Group Pledge

2024-2025



ASSOCIATION
OF COLLEGES

Introduction

Salford City College Group is aware of the inequality in the attainment of SEND students and will set organisational objectives as documented in our Public Sector Equality Duty (Annual Report) and Single Equality Scheme.

Aims

We aim to:

- Enhance staff development opportunities linked to The inclusive Classroom ensuring positive outcomes for students with SEND.
- Enhance reporting of in year progress of students with SEND through formative assessments, attendance and retention monitoring processes.

Our commitment

The Senior leadership team will identify an Equality Diversity and Inclusion lead representing staff and students respectively. The Governing body will identify a board member to monitor progress and scrutinise actions.

In developing our action plan to fulfil our pledge we identified the:

- focus on the change we are looking to make.
- the data that underpinned that decision
- approaches are you going to take.
- short and medium-term objectives
- specific actions
- monitoring and progress assessment data
- reporting mechanism

The senior leadership team agree to:

- evaluate the current diversity landscape within the college, including demographics of students, and staff, as well as existing policies and practices.
- identify areas for improvement and set goals for diversity and inclusion initiatives
- provide diversity and inclusion training for all staff to increase awareness, knowledge, and understanding of issues related to diversity, equity, and inclusion.
- incorporate diverse perspectives, experiences, and voices into the curriculum.
- provide support services and resources for our SEND students including mentoring, tutoring, and networking opportunities.
- engage with the local stakeholders to foster partnerships, and address community needs.
- establish metrics and benchmarks to measure the effectiveness of diversity and inclusion work. regularly assess progress, collect feedback, and make adjustments as needed to ensure continuous improvement.
- celebrate and showcase diversity and inclusion achievements within the college.

- recognise individuals and groups who contribute to creating a more inclusive and welcoming environment.
- Deliver Inclusive Classroom Training for all staff as part of the Be Outstanding Professional Development Programme.
- Deliver bespoke CPD to teachers and learning support staff linked to SEND.
- Enhance identification and support required for learners with SEND through the Student Profile Report. Add EHCP Summary Outcomes to the Learner Profile.
- Routinely monitor attendance and retention of learners with SEND.
- Provide a comprehensive induction and initial assessment to identify student's starting points and gaps in learning as part of 'Know Me to Teach Me'.
- Enhancing formative assessments more often to identify students at risk more quickly
- Providing targeting intervention such as support sessions (lunch time, holidays, weekend) and increasing the bursary/ and allocation for learners on Free College Meals.
- Measuring and supporting wider skills development as part of SEND students being support to make relative 'progress over time'.

Salford City College Group has now signed the AOC Charter in September 2024, and the Governing Body has agreed that for the Academic Years 2024- 2026

- We pledge to remove barriers to access and equal opportunities for SEND students, fostering cultural awareness and respect, and promoting understanding of their unique histories and traditions.
- We will create personalised support services for SEND students, promoting academic success and personal development. We will actively involve these individuals in decision-making processes for their representation.
- We pledge to continuously educate ourselves, staff, and educational communities about SEND individuals' challenges and aspirations, enhancing support mechanisms and creating an inclusive, respectful environment.
- Achievement will be monitored by recording agreed milestones and appropriate measures of success and published in annual reports.

Success Measure 2025-26

1. The establishment of a curriculum programme for all students that promotes SEND awareness and respect
2. Analysis of the retention and achievement rates of SEND students
3. Targeted actions to remove barriers and increase retention and achievement rates of SEND students
4. Establishment of an outreach programme to engage with and use the insights of SEND individuals in wider communities in the development of the inclusive curriculum.
5. Staff CPD focusing specifically on how to identify SEND needs and support SEND students