



## EQUALITY AND DIVERSITY: Annual Action Plan 2018/19

Not started		Complete		Progressing to plan		Some slippage but will complete by deadline		Will not complete by deadline	
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Project	Deadline	Action	Status	Progress report
Equality and Diversity Framework	31/10/2018	Review Equality and Diversity Framework as first annual cycle nears completion.		
	01/03/2019	Review progress towards Equality Outcomes within the framework in line with statutory requirements		
	01/03/2019	Produce pay gap reports to cover all protected characteristics in line with statutory requirements		
	01/03/2019	Produce mainstreaming report in line with statutory requirements		
Equality and Diversity Committee	01/12/2018	Consider, develop and approve the Equality and Diversity Annual Report 2018 for consideration at EMT level and provision for note at Board level.		
	01/03/2019	Consider, develop and approve the Equality and Diversity Annual Plan 2019 prior to consideration at EMT level and provision for note at Board level.		
	01/03/2019	Consider, develop and approve reviews of outcomes, pay gap information and		

Project	Deadline	Action	Status	Progress report
		mainstreaming in advance of formal statutory reporting		
Equality and Diversity Policy	01/10/2018	Effectively raise awareness of the new Equality and Diversity Policy Statement and Policy across the College, including production of a user friendly leaflet making both staff, visitor and student rights and responsibilities clear.		
	01/04/2018	Produce and embed Transgender policy, guidance and procedure		
Impact Assessment	30/06/2018	Introduce an Equality Impact Assessment training package and guidance for managers across all functions		
	01/04/2018	Prioritise and schedule a review of all existing College policies and procedures through the new EIA system		
Training	01/04/2018	Introduce and embed a matrix of Equality and Diversity training packages to meet College needs for the year including induction, impact assessment, managing people, curriculum content and specific packages to address emerging issues		
Reporting and Monitoring	01/06/2018	Undertake data gathering project to produce up to date comparative results for equalities characteristics for staff and students, and pay gap monitoring for staff		
	01/04/2018	Produce standard monitoring reports for presentation to EDC quarterly		
Advance equality of opportunity across the protected characteristics	01/09/2018	Enact and report quarterly on Gender Action Plan progress		
	31/10/2018	Prepare and publish BSL Action Plan in partnership with other Dumfries and Galloway public agencies to meet statutory requirements		

