



## EQUALITY AND DIVERSITY: Annual Plan 2019

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 Committee	01/12/2019	Consider, develop and approve the Equality and Diversity Annual Report 2019/20 for consideration at CLT level and provision for note at Board level.		
	01/03/2020	Consider, develop and approve the Equality and Diversity Annual Plan 2020/21 prior to consideration at CLT level and provision for note at Board level.		
Equality and Diversity Policy	Date dependent legislation	Following pending legislative decisions by both the UK and Scottish Governments, produce formal Gender Identity Support Guidance for staff and students.		
	01/08/2019	Conduct a review of all HR policies to ensure compliance with legislation and incorporation of best practice.		
Impact Assessment	01/06/2019	Update the Equality Impact Assessment template to include consideration of care experienced people, socio-economic status and veterans.		
	01/05/2019	Provide and deliver a half day training event for managers on how to Equality Impact Assess their plans, projects, activities, curriculum content and materials.		
	01/12/2019	Embed Equality Impact Assessment within the Outcome Agreement process so that it forms part of the development of the document from initial draft through to final version		

**Appendix 2**

Project	Deadline	Action	Status	Progress report
Training	01/05/2019	Provide and deliver a half day training event for managers on the application of Equality and Diversity law for their role.		
	01/05/2019	Provide and deliver a half day training event for managers on how to Equality Impact Assess their plans, projects, activities, curriculum content and materials (see impact assessment section).		
	01/09/2019	Produce new training session options on Hate Crime, Equally Safe (Gender Based Violence), Business Law (Direct and Indirect Discrimination) and other subjects as required.		
	01/06/2019	Design and deliver a one day course in D(deaf), Deafblind and British Sign Language awareness, for use by staff internally but also available to local public sector partners, businesses and individuals.		
Reporting and Monitoring	01/08/2019	Undertake trend data gathering for protected characteristics for staff and students over a five year period.		
Advance equality of opportunity across the protected characteristics	31/03/2020	Enact and report half yearly on Gender Action Plan progress, including publication of individual Curriculum Area plans to address student gender occupational segregation.		
	31/03/2020	Enact and report annually on BSL Action Plan, including ongoing closer work with Access to Work to improve staff experience and provision of training for front line staff.		
	31/03/2019	Apply for appropriate level of Disability Confident recognition as previous licence comes to an end.		
	31/12/2019	Participate in the national Job Evaluation project to ensure fair and equitable pay levels in relation to work of equal value.		