

### **WSFC Public Sector Equality Objectives 2016 -2020**

**WSFC is committed to sustaining and further developing a culture in which the Equality Objectives form an integral part of this culture as embodied in the College Mission statement.**

The Public Sector Equality Duty means that in the exercise of our functions, the College must have due regard to the need to: • Eliminate discrimination, harassment and victimisation • Advance equality of opportunity • Foster good relations

The focus for the last set of Equality Objectives has been on monitoring achievement and equality by taking steps to minimise discrimination and to monitor achievement by specific groups of students.

#### **New Equality Objective for 2016 – 2020**

**To foster good relations by developing a greater understanding of faiths within the College and the student's community, by arranging an annual programme of 6 activities celebrating diversity through different faiths and religious traditions.**

The programme will be monitored with regard to participation and the data collected from the 1st year will be used to set numerical targets for the following years with the objective to raise participation.

**To foster good relations between those with protected characteristics - LGBT students and or staff - and other groups, within the College community; by developing and seeking to advance a greater awareness of issues relating to gender identity and sexual orientation.**

This will form part of the staff development programme and will be reviewed through student feedback groups and staff feedback via the Equality Group.

**To continue to offer a programme of staff development which will equip all staff with skills and confidence to tackle equality and diversity issues in the College over the next four years** and for this to be reviewed on annual basis and monitored through participation.