

OUR STRATEGIC EQUALITY OBJECTIVES

RWCMD is a space for everyone – inclusivity is a core value and we respect each other. This is integral to our excellence.

These are the EIGHT WAYS we are working towards equality, diversity and inclusion across all protected characteristics. The full details are in our published plan.

1 CULTURE AND GOVERNANCE

To promote dignity, respect, inclusion and fairness within the College community and embed equality into the decision making of the College.

2 COLLABORATION, COMMUNICATION AND PUBLIC ENGAGEMENT

To ensure that engagement takes place with staff, student, audiences, community and voluntary sector groups from protected characteristics through collaboration, communication and consultation.

3 DIVERSITY OF STUDENT BODY AND EXPERIENCE

To attract, select and retain a diverse range of students to study at the College and create an environment that encourages and supports all students to actively engage and to realise their full potential.

4 ATTRACTING, RETAINING AND DEVELOPING STAFF

To attract, retain and develop a diverse range of people to work for the College and to enable them to have access to open and transparent career development and progression.

5 ACCESSIBILITY

To ensure College buildings and infrastructure reflect the diverse needs of our communities and provide accessible and inclusive working and learning environments.

6 INCLUSIVITY IN PROFESSIONAL PRACTICE

To develop an inclusive approach to research, whereby the involvement of people from protected characteristic groups is promoted and barriers to the participation of people from diverse groups are removed.

7 EQUAL PAY

To undertake Equal Pay Reviews as a part of the USW Group every three years and implement the actions arising from the resulting Equal Pay Action Plans.

8 DATA COLLECTION AND MONITORING

To enhance the collection, analysis and monitoring of equalities data and relevant equalities information.