

Sir John Brunner

Foundation

Equality Objectives 2018 - 2023

The Sir John Brunner Foundation believes that it is the responsibility of all colleagues, wherever possible, to advance and promote equality of opportunity. The Foundation fosters an inclusive environment that allows colleagues and students to feel supported while reaching their full potential.

The equality objectives have been developed to reflect the Foundation's cultural principles that are in line with the British values including mutual respect for and tolerance of those with different faiths and beliefs.

Objective	Actions	Anticipated Outcome
Ensure consistently high number of students, regardless of background, achieve excellent results and reach their full potential	Early identification of students with certain protected characteristics during application and enrolment stage to enable appropriate support.	Close the achievement gaps between groups of students who share protected characteristics and those who do not.
	Specialist support to be offered where appropriate to help them to become independent students.	
	Continue to embed effective performance management programmes, supporting colleagues appropriately who have protected characteristics.	Excellent results for teachers and students.
	Specialist focus groups implemented in response to identified challenges.	Individuals' experiences are improved whilst a student or employee of the Foundation. Improve understanding of decision makers to facilitate positive changes.
To explore and understand the reason for pay differentials as reported in the Foundation College's gender pay gap report.	Locate appropriate external benchmarks to compare the Foundation's gender pay gap.	Understand The Foundation's position relative to relevant sector comparators.
	Use the data to explore the possible reasons for the pay gap.	The Foundation has a comprehensive understanding of the Gender Pay gap data.
	Review strategies for workforce succession and professional development opportunities with a view to reduce the Gender Pay gap over the next 5 years.	Reducing gender pay gap.
To ensure the culture and ethos of The Sir John Brunner Foundation is fully embedded across joining academics.	Effective induction/training programme for joining academics, Trustees and Governors.	All leaders model the Foundations values in all they do.
	Review of policy wording to ensure neutrality of gender bias.	Policy wording wholly neutral.
	Effective engagement sessions for new colleagues and effective transfer of employment communications.	All colleagues have a smooth transition to the Sir John Brunner Foundation and are aware of the Foundation's expectations.

	<p>Monitor bullying and harassment complaints and complaints relating to protected characteristics</p>	<p>Comprehensive view of complaints profile to enable any trend spotting and appropriate early intervention.</p>
	<p>Facilitate celebration of key events which celebrate diversity, tolerance and British values; implementing training programmes where appropriate.</p>	<p>Foundation community able to participate in celebrating key events</p>