

ICOM Equality Objectives 2017-2021

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At ICOM we celebrate the diversity of our staff, students and all stakeholders accessing our services. We aim to provide a safe and supportive environment in which everyone is able to study and work to the best of their abilities without the fear of discrimination based on difference (perceived or otherwise).

ICOM recognises and proactively works towards its responsibilities in respect of the relevant sections of The Equal Opportunities (Persons with Disability) Act 2000, Employment and Industrial Relations Act 2002, The Equality for Men and Women Act 2003, Equal Treatment of Persons Order 2007 and all other Maltese legislation for the time being in force relating to Equality and in doing so has identified three key equality objectives to take forward over the next four years. Each of these objectives, in turn, is broken down into a series of targeted outcomes to support the overall goal. These outcomes will form part of the annual ICOM Equality Action Plan.

The College's equality objectives help to ensure that Equality and Diversity (E&D) is continuously placed at the heart of ICOM policies and procedures and is considered integral to the decision-making process. The objectives will focus our efforts on some of the important equality issues facing ICOM and those that will have the greatest impact on students, staff and external stakeholders.

By meeting these objectives and the actions associated with each, we aim to ensure that we remove any barriers that staff, students or stakeholders may face while being proactive in promoting good practice.

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Equality Objective		Targeted Measurable Outcome	Monitored by Single Equality Committee
EO 1	Eliminate discrimination, harassment and victimisation		
1.1	Continue to raise awareness and embed Equality & Diversity into all aspects of the student journey. commencing from application and interview stage and including induction, classroom practice, tutorials and via delivery of the curriculum.	<ul style="list-style-type: none"> Year on year improved student awareness of E & D issues as evidenced in ICOM surveys. E&D activities are included in the student induction programmes, can be evidenced in lesson observations and in working practices. 	Annual
1.2	Focus on prejudice based discrimination via anti-bullying activities to highlight student and staff responsibilities within this agenda.	<ul style="list-style-type: none"> The student enrichment calendar and Student Union activity highlights best practice and reflects the needs of all protected groups. Positive student feedback in surveys on being treated with respect and feeling safe at College. Also capturing feedback from student voice forums via the Student Union President. Staff development calendar highlighting activities to address prejudice based bullying. 95% mandatory training compliance for staff. 	Annual
1.3	Continue to embed ICOM Values incorporating Maltese Values into the curriculum and raise staff understanding across College.	<ul style="list-style-type: none"> Bi-annual staff development activities held and promotional material offered with positive evaluations received highlighting increased staff understanding. Incorporate into the curriculum where it naturally occurs as evidenced by the schemes of work. 	Quarterly

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		<ul style="list-style-type: none"> Capturing feedback from student voice forums via student representatives. 	
E0 2	Advance equality of opportunity		
2.1	Increase staff disclosures for religion and belief, sexual orientation and disability data.	<ul style="list-style-type: none"> By providing awareness and opportunities for staff to disclose we will have a reduction in the number of 'unknowns' by 2020. 	Quarterly
2.2	Continue to monitor E&D student data to ensure barriers to success are identified and actions taken to remove these.	<ul style="list-style-type: none"> Student achievement data is analysed specifically by protected characteristics. The effort will be on ensuring there are no gaps in learner outcomes (including timely achievement, value added, progression and destination) and centres are monitoring proactively. 	Annual
2.3	Improve teaching and learning staff including support staff satisfaction rating and confidence in embedding equality, diversity and inclusion in their teaching practice.	<ul style="list-style-type: none"> As identified in annual teaching and learning staff survey. As highlighted in learning observations which emphasise opportunities to highlight E&D as a strength are utilised and sharing this best practice across the centre. 	Annual
E0 3	Foster good relations		
3.1	Increased opportunity for cross ICOM student participation in celebrating E&D to advance understanding of difference.	<ul style="list-style-type: none"> Action plan produced in collaboration with Students' representatives and Student Union President, highlighting key student engagement initiatives to capture the student voice on E&D and including reporting on participation. 	Quarterly