

## **Equality Objectives 2023-24**

### **Objective 1**

Ensure that all members of staff access continuous professional development and guidance in diversity.

At DESC we will do this by prioritising CPD in this area: -

- Using INSET Days or CPD afternoons
- Identified online training courses (Educare/Creative Education)
- Signposting to additional training e.g. weekly all staff 'One Thing'
- Engaging staff voice through the Equality Diversity and Inclusion Focus Group
- Ongoing Equality, Diversity and Inclusivity training throughout the year

### **Objective 2**

Encourage learners and staff to recognise, challenge and report different forms of bullying, prejudice, racism, stereotypes, injustice and inequality.

At DESC we will achieve this through: -

- Opportunities in Pod, Hub and Personal Social Development (PSD) Schemes of Learning to explore in the curriculum
- Discussions in Pod, Hub and with individual learners
- Display and awareness in Centre
- Staff CPD
- Accurate and consistent recording of incidents on CPOMS

### **Objective 3**

To ensure recruitment processes are robust, fair and transparent.

At DESC we will do this by: -

- Ensuring recruitment packs to promote inclusivity
- Anonymising applications and blind shortlisting
- Provide all new leaders with diversity, inclusion and unconscious bias training
- Safer recruitment training with a specific focus on unconscious bias
- Equality, Diversity and Inclusion Focus Group