



# Hopwood Hall College Equality Objectives

2016 to 2020

## HOPWOOD HALL EQUALITY OBJECTIVES 2016 - 2020

Hopwood Hall College's equality objectives derive from our Single Equality Scheme which sets out our key priorities in relation to equality and diversity and our Equality and Diversity Action plan which gives specific priorities and targets for the next three years.

In accordance with the provisions of the Equality Act 2010 (specific duties) Regulations 2011, Hopwood Hall College has considered, set and published the following equality objectives:

### **Equality Objective 1:**

Increase staff disclosures for ethnicity, religion, sexual orientation and disability data and reduce the number of 'prefer not to say' in four years by providing awareness and opportunities for staff to disclose and promote the value of this data and how it helps improve services at the college:

- Disability from 12% prefer not to say to 6%
- Ethnicity from 10% prefer not to say to 5%
- Religion and Belief from 36% prefers not to say to 18%
- Sexual Orientation from 43% prefer not to say to 20%

### **Equality Objective 2:**

Improve satisfaction rating for how confident teaching and learning staff felt in embedding equality, diversity and inclusion in their teaching practice by 5% over the next four years (85.7% 2014/2015)

**Equality Objective 3-** Hopwood Hall College is committed to improving the success rates for all learners including narrowing any achievement gaps that exist for different equality groups. We will work to further improve the success rates for all equality groups to within 3% of the college headline by 2020.

### **Equality Objective 4:**

Increase 19+ LLDD success rates to that of the college headline (2014/2015 4% gap between 19+ LLDD and 19+ No LLDD)

These Equality Objectives will be monitored and reviewed by the Equality and Diversity Steering Group and progress reported annually.

**For further information please see our Single Equality Scheme available at [www.hopwood.ac.uk/about-us/equalityanddiversity/](http://www.hopwood.ac.uk/about-us/equalityanddiversity/)**

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