



# Draft Equality Objectives 2012-2016

**Our four yearly objectives have been written with the knowledge and understanding that they should be ambitious and far-reaching.**

**We complete annual action plans relating to staff and learners which focus on annual findings and the objectives set below.**

**These can be found at [www.somerset.ac.uk/equality-and-diversity](http://www.somerset.ac.uk/equality-and-diversity)**

To clarify and take action to address the collection and evaluation of data in relation to all protected characteristics both for learners and staff members

To analyse and narrow the achievement gap for all learners in relation to their Protected Characteristics on an annual basis where information is collected.

To continue to develop the skills of staff in relation to recognising and challenging discrimination and to further enhance the skills of curriculum teams in exploring and discussing equality issues

To continue to promote an inclusive culture for both learners and staff members which encourages safe disclosure in relation to Protected Characteristics including Social Class

To ensure the curriculum enables all individuals to be given an opportunity to promote their independence, progress to further learning or to gain meaningful employment.