



### STAFF EQUALITY AND DIVERSITY ACTION PLAN 2021/2022

Objective	<b>1. To encourage diversity and eliminate unfair treatment and discrimination (policies, procedures and training)</b>			
Action	Date	By whom	Review/evidence of impact and milestones	
1.1	Work with local agencies to promote jobs at Oldham College.	Ongoing	Director of HR and OD/HR Advisors	
1.2	Hold Oldham College Jobs Fair.	December 2021	Director of HR and OD/Marketing team/Hiring managers	
1.2	Work with Oldham Council to develop positive action initiatives e.g. Pre-employment Programme	March 2022	Director of HR and OD/HR Advisors	
1.3	Offer placements via the Kickstart programme to eligible applicants from under-represented groups	October 2021	Director of HR and OD/HR Advisors	
1.4	Work with Oldham Council and the Northern Care Alliance to run a 'Careers in Public Sector' event	January 2022	Director of HR and OD/HR Advisors	
Objective 2	<b>Ensure staff have a supportive, safe and harassment –free environment, with family–friendly and flexible working policies that value and respect each other’s contributions</b>			
Action	Date	By whom	Review/evidence of impact and milestones	



2.1	Deliver against the Employee Mental Health Wellbeing action plan.	ongoing	Director of HR and OD	
2.2	Recruit and train Mental Health Wellbeing Advisors to coincide with launch of Employee Mental Health Wellbeing policy	December 2021	HR Advisor/HR & L&D Co-ordinator	
2.3	Pilot Hybrid Working policy	November 2021	Director of HR and OD/Managers	
<b>Objective 3</b>	<b>Ensure that all staff will be considered solely on their merits for career development and promotion with equal opportunities for all</b>			
<b>Action</b>		<b>Date by</b>	<b>By whom</b>	<b>Review/evidence of impact and milestones (RAG)</b>
3.1	<b>Pay strategy</b> Report and recommendations to be prepared for consideration by SPH.	October 2021.	Director of HR and OD	



3.2	<p><b>Introduce a Future Talent Programme</b></p> <p>Develop and launch a 'future talent' programme. Consider how talented individuals from under-represented groups can be supported.</p>	May 2022	Director of HR and OD HR/L&D Co-ordinator	
<b>Objective 4</b>	<b>Ensure that all Oldham College and UCO colleagues treat each other with dignity and respect</b>			
<b>Action</b>		<b>Date by</b>	<b>By whom</b>	<b>Review/evidence of impact and milestones</b>
4.1	<p><b>Develop Oldham College 'Behaviours'</b></p> <ul style="list-style-type: none"> <li>- Engage with College managers and employees to develop the College behaviours</li> <li>- Include the behaviours in all relevant 'People' processes including: recruitment, induction, probation and appraisal.</li> </ul>		Director of HR and OD	Issue draft Professional Behaviours for consultation and further refinement.
<b>Objective 5</b>	<b>Ensure that fairness and inclusion are embedded into our day to day business</b>			
	Incorporate sessions on fairness and equality in employment in training programmes for team leaders and managers.	December 2020	Head of Talent and OD/HR Advisor HR/L&D Co-ordinator	Bullying and Harassment policy updated and training in place.



**Oldham College**