

Equality and Diversity Annual Record for Esher College:

Academic year Sept 2010 – July 2011

Esher College believes strongly in celebrating diversity and ensuring inclusion for all. This record is a simplified version of our Self Assessment Report Commentary focusing on some of our activities in relation to Equality and Diversity across the college. This does not include departmental initiatives which are available in departmental SAR reports.

Equality and Diversity – Some Major Events and Initiatives :

9/10	Introductory tutorial session on 'Respect' and treating others with respect within the college community + students sign Equality and Diversity Student Contract and the Equality Act is introduced to students.
	History educational trip to Sikh Temple
	Amnesty International – tutor sessions on human rights
10/10	Black History Month – film club screenings of work by BME filmmakers and displays in Media and History Departments /African/West-Indian food week in the canteen + promotion of Black literature in the LRC
11/10	Anti-bullying week – promoting college ethos of zero tolerance on bullying. Photographic competition run in Photography Complementary Study and images displayed in College Cafe + lunchtime screening of 'Innocent', a film made by local filmmakers on the theme of bullying and starring ex-students. Stall selling anti-bullying bracelets.
01/11	On the 13th of January, members of the ACM Gospel Choir led by Mark Delisser came to Esher College to run a Gospel Music Singing Workshop with students from all over the college.
02/11	Chinese New Year celebration - Esher staff and students took part in Chinese New Year festivities to welcome in the Year of the Rabbit. This involved Chinese food laid on by the canteen staff and the more artistic staff and students tried their hand at the 6000 year old art of Chinese Calligraphy. The class was led by Lucy Zhao, the College's Mandarin teacher, who showed how the presentation and style of scripts can express the emotions, culture, and moral principles of the artist to readers.

03/11	Health Fair – run by Health and Social Care with stalls on physical and mental health wellbeing
03/11	Gay Straight Alliance – introduction to the group and challenging homophobic behaviour and language – ‘That’s so gay’ + Stop, think, replace campaign and posters
04/11	Japanese Day and Tanabata Wish Wall – to celebrate Japanese culture and raise money for the victims of the Japanese earthquake and tsunami.
04/11	Initial meetings regarding working towards the Disability two ticks accreditation
06/11	Signs acquired for new ‘Accessible’ toilets to provide choice for students and staff who may be going through gender reassignment. Signs to be up and ready by September 2011 for the start of the new academic year.

Equality and Diversity Training for staff:

Date:	Training description
9/10	E and D introduction for new staff on E and D provision within the college
9/10	E and D training for PGCE students
9/10	Lunchtime session on teaching specific, current students with visual impairments – support structures in place Development of college website to enable learner with visual impairments to fully access classroom materials
2/11	Training (external Inset) E and D Officer on homophobia – run by Crystal Solutions
2/11	Head of Learning Support attended a training session on ‘The future of funding and provision for learners with disabilities’
4/11	Christine Rose Training Day on the requirements of the Equality Act 2010 with regard to legal duties specifically and the provision required. Attended by BLV and WM as well as other S7 representatives.
6/11	Management Away Day – presentation and idea generation session with Governors, Senior Management Team and key management staff looking at ways to further Widen Participation.
6/11	S7 Conference at Royal Holloway – session attended by some staff on Equality and Diversity and the requirements of the Equality Act + ways of embedding Equality and Diversity within the classroom.

6/11	Divisional Training Morning reflecting on good teaching and learning practice in relation to Equality and Diversity provision within departments. Information to be gathered from each Division and disseminated through the internal Portal for staff to use – namely key teaching and learning ideas. This information will be on the internal Portal from September 2011.
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