

John Ruskin College Equality objectives

At John Ruskin College we celebrate the diversity of all our staff, students and any visitors accessing our services. John Ruskin College aims to provide a safe and supportive environment in which everyone is able to study and work to the best of their abilities. The College recognises and proactively works towards its responsibilities in respect of Equality Legislation. The College's equality objectives help to ensure that Equality and Diversity is continuously placed at the heart of College policies and procedures and is considered as part of the decision making process. The objectives will focus our efforts over the next three years on some of the important equality issues facing the College and those that will have the greatest impact on students, staff and external stakeholders. John Ruskin College's equality objectives outline the College's key objectives to ensure that equality, diversity and inclusion are built into all aspects of our work both internally and externally. These equality objectives will be reviewed through a process of annual action planning and achieved in 2015/16 in line with our development plan from 'Good to Great', developing an outstanding College.

Equality objective	2011/12 baseline	2012/13 progress	2012/13 target	2013/14 target	2014/15 target
Percentage of learners living within 5 miles of the College	80	79.5	80	80	80%
Percentage of staff that declare a disability	19	5.4	20	21	22%
Percentage of staff from an ethnic minority background	32	36	35	40	45%