

Northumberland College Age Equality Statement

We aim to be proactive in the promotion of equality. We will avoid the discriminatory treatment¹ of staff and students on age grounds by:

1. ensuring that all governors, staff and students understand our position on the issue of age
2. conducting, at least annually, a thorough analysis of student data including recruitment, retention, and achievement by age groups
3. ensuring that in our employment practices we do not discriminate on grounds of age
4. ensuring that the College's promotional materials are representative of our Community
5. ensuring that staff are supported to meet the differing needs of young people and adults
6. conducting, at least annually, a thorough analysis of staff data, including recruitment data and data relating to training and promotions
7. making the results of these analyses available on the College staff net
8. reviewing the results of the analyses in order to assess the current position, to measure progress and the impact of actions taken, to identify trends and issues, and to plan future actions
9. producing an annual report to the Governing Body based on the outcomes of the analyses and monitoring and review processes
10. in consultation with staff and student groups, producing an action plan²

¹ It should be noted that the College is required to operate within the constraints of the Funding Regulations which can lead to differential treatment of different groups of learners

² Actions relating to this aspect of the College's work will be captured into the Equality and Diversity Action Plan