



Annual Equality Objectives 2018-19

Summary

This is an amended version of a report submitted to the Conservatoire's Board of Governors at its meeting in July 2018.

Annual objectives 2018-19

Following the review of the 2017-18 annual actions and the overall 2017-21 Equality Action Plan, The Equality and Diversity Committee proposes the following actions for 2018-19.

Action By Area	Responsible	By When
Governance		
i. Continue to explore ways to diversify the application pool for upcoming vacancies on the CDD Board of Governors and identify positive actions needed with the goal of ensuring the governing body represents the cosmopolitan nature of the schools and their communities	Chair to BoG / Clerk to BoG	August 2019
ii. Ensure there is demonstrable expertise, leadership, and a holistic approach to equality issues in the work of the CDD Board of Governors	Chair to BoG / Clerk to BoG	August 2019
iii. Consider how to develop the structure of papers presented to CDD committees to make Equality and Diversity considerations more visible	Chair to BoG / Clerk to BoG	Autumn 2018
Staff		
iv. Revisit and review good practice on monitoring equalities information at school level.	E&D committee + HR Group	December 2018
v. Discuss with school stakeholders actions required to increase the proportion of staff from groups currently under-represented in the staff bodies at each school and identify related actions.	E&D committee + HR Group	December 2018
vi. Develop a plan for a series of training seminars related to supporting students from diverse background.	Widening Participation and Access co-ordinator	August 2019

Students

vii. Develop a better understanding of mental health issues across the schools and a plan for recording and monitoring changes in these over time.	E&D Committee	July 2019
viii. Explore ways to support applicants from target groups in the access agreement to ensure they are supported through the process to a successful outcome.	Principals	July 2019
ix. Undertake a more extensive survey based on the findings of Phase 1 of the graduate destinations project to better understand the employment trajectories of our graduates to inform future support for students from all backgrounds.	Shared Services Team	July 2019
x. Update key items of student support literature based on the outcome of the 2017-18 audit	Shared Services Team	Ongoing