

Lewisham College – Equality and Diversity Action Plan 2009-10

SEXUAL ORIENTATION

Lewisham College celebrates the diversity of its staff and students and welcomes people of any sexual orientation. We will adopt a zero tolerance stance to homophobia and will actively challenge these when they arise.

Lewisham College will be a place where the lesbian, gay and bisexual (LGB) community is visible, valued and its contribution to the college and wider world is recognised.

We will consult our staff, students and partners to ensure that the services and support we provide meet the needs of LGB staff and learners.

Champion: Dith Banbury			
Priorities for 2009/12	Action Plan 2009/10	By when	By whom
Establish the College as a comfortable, welcoming place for all and an environment where lesbian, gay and bisexual staff and students feel confident and free to be open about their sexuality if they choose IMPACT: A staff and student college community which reflects the range of sexuality within the local community and where all are confident to be open about their sexuality if they choose.	Establish and promote staff and students forums – online and in person to enable lesbian, gay and bisexual staff and students the opportunity to meet, share experience and be supported	Jan 10	SO Forum/ HR
	Use ERIC/e-ME as a means to publicise/provide information on staff and student groups	Feb 10	SO Forum
	Establish links with other organisations that can provide support to staff and students together with knowledge and experience of how to create an LGB friendly environment	Dec 10	SO Forum
	Celebrate LGB history month in February including exhibitions, workshops, fair and poster campaign to acknowledge and celebrate the contributions of LGB people in society	Feb 10	SO Forum /Whole College

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<p>Ensure rights of LGBT students and staff are respected and recognised</p> <p>IMPACT: A college environment where it is clear and understood that lesbian, gay and bisexual staff and students have an equal contribution to make to college life, are acknowledged and celebrated for their successes and where incidents of homophobia are rare and tackled promptly and efficiently when and if they occur</p>	<p>Review existing college policies –staff and student to ensure that they comply with SO legislation and promote equality.</p> <p>Survey LGB staff and students to identify concerns and needs and use data and liaison with external partners to inform strategy to address concerns</p> <p>Establish central anonymous email to enable LGB staff and students to voice concerns and suggestions for improvement</p> <p>Invite LGB Police to inform staff and students of the rights of LGB people and action taken to tackle homophobia and hate crime</p>	<p>March 10</p> <p>Feb 10</p> <p>Jan 10</p> <p>Feb 10</p>	<p>Champion/ HR</p> <p>SO Forum</p> <p>SO Forum</p> <p>Intervention and Support Team</p>
<p>Establish a student community where LGB learners feel comfortable, supported, actively involved in college life and whose voice is heard</p> <p>IMPACT: A college community where lesbian, gay and bisexual students are able to contribute actively, openly and safely to college life</p>	<p>Invite learners via the College Student Forum, the Eye and e-ME to contribute to the work of the Sexual Orientation Equality Strand Working Group</p> <p>Establish and support a LGB Student Union Society</p> <p>Pilot SRE group work which tackles homophobia and provides support to LGB students</p> <p>Liaise with national and local external agencies e.g. NUS, Metrocentre to identify best practice and</p> <p>LGB section in The Eye – information about clubs etc in or out of college</p>	<p>Nov 09</p> <p>Dec 09</p> <p>Feb 10</p> <p>Nov 09 onwards</p> <p>Jan 10</p>	<p>Champion</p> <p>SU Exec/ Learner Engagement Co-ordinator</p> <p>Esteam</p> <p>SO Forum</p> <p>SO Forum/ Mktg</p>

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achieve their full potential			Quality
<p>Develop more comprehensive data re the sexual orientation of learners and staff to help us improve and develop our services</p> <p>IMPACT: Clear picture of LGB profile of staff and learners and establishment of baseline for benchmarking</p>	<p>Enter all data recorded on enrolment forms and report on findings</p> <p>Develop plan to improve reporting for 2010/2011</p> <p>Undertake staff survey to gather data re sexuality of college staff</p>	<p>Dec 10</p> <p>April 10</p> <p>Dec 09</p>	<p>Registry/ SO Forum</p> <p>Champion/ DOCs</p> <p>HR</p>