

Equality and Diversity Action Plan

In pursuit of excellence in ensuring everyone
is treated fairly in today's society



t2 | group



/t2apprenticeships



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October - December 2017

t2 group is committed to creating an environment where there is mutual respect and equality of opportunity.

Our aim is to create an environment in which people treat each other with mutual respect, regardless of: age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender identity, sexual orientation, trade union activity or unrelated convictions.

As a company experiencing significant growth in the education and training sector, it is important that we fully demonstrate our commitment to equality and diversity in every way we can. In 2015 we worked with the **National Centre for Diversity** and achieved the prestigious **Leaders in Diversity Award**. This advanced award has ensured we have access to the very best support available to assist us towards excellence in all aspects of equality and diversity.

We have been on an incredible journey over the last few years, which has seen us increase to over 400 staff today and almost 12,000 learners in learning. It is imperative that we ensure that all our staff and learners understand the importance of equality, diversity and inclusion in today's society.

The following is our Action Plan for the **last quarter of this year**; this Action Plan will be added to and reviewed each month with feedback from:

Employers through:

- monthly Account Management calls
- monthly reviews with learners
- our Employer Portal at www.t2group.co.uk/employer
- regular satisfaction questionnaires
- newsletters

Learners through:

- monthly reviews with their Personal Development Manager
- our learner portal at www.t2group.co.uk/learner
- our t2 Knowledge Bank at www.t2knowledgebank.co.uk
- regular satisfaction questionnaires
- newsletters

Staff through:

- monthly equality and diversity committee meetings
- quarterly alignment meetings
- one to one monthly meetings with your manager
- staff intranet
- our t2 Knowledge Bank at www.t2knowledgebank.co.uk
- newsletters

Government and funding bodies through:

- provider performance reviews
- Learner and Employer Voice

If you would like to find out more about equality and diversity visit our website which has useful links and information www.t2group.co.uk/equalitydiversity.html



Equality and Diversity Action Plan

Action

Responsibility

October

Review Equality & Diversity statistics for learners & staff

Finalise 'Achievers Edge' and 'Management Acumen' with a section on 'British Values'

Finalise staff newsletter 'Include' with a section on 'British Values'

Continue to review all e-learning for effectiveness

Monthly email campaign promoting t2's support websites to all learners

Monthly email 'Tips & Guidance' for PDMs, Coaches and IGs

Promote to staff and learners 'World Mental Health Day'

Events

- 10th World Mental Health Day
- 11th Coming Out Day
- 17th International Day for the Abolishment of Poverty
- 19th Global Dignity Day
- 20th Conflict Resolution Day
- 22nd International Stuttering Day

Agree next meeting of the Equality and Diversity Committee

November

Review Equality & Diversity statistics for learners & staff

Publish 'Achievers Edge' and 'Management Acumen' with a section on 'British Values'

Publish staff newsletter 'Include' with a section on 'British Values'

Promote to staff and learners 'Women in Leadership'

Continue to review all e-learning for effectiveness

Monthly email campaign promoting t2's support websites to all learners

Launch New 'Tips & Guidance' email for PDMs, Coaches and IGs

Continue to promote to learners the importance of promoting EDI in their workplace

Events

- 1st All Saints Day
- 11th Remembrance Day
- 13th World Kindness Day
- 16th International Day of Tolerance
- 20th Universal Children's Day
- 21st World Hello Day
- 30th St Andrews Day

Agree next meeting of the Equality and Diversity Committee

December

Review Equality & Diversity statistics for learners & staff

Prepare 'Achievers Edge' and 'Management Acumen' with a section on 'Your Guide to Equality & Diversity'

Prepare staff newsletter 'Include' with a section on 'Your Guide to Equality & Diversity'

Continue to review all e-learning for effectiveness

Promote to staff and learners 'Religion – exploring different faiths'

Monthly email campaign promoting t2's support websites to all learners

Monthly email 'Tips & Guidance' for PDMs, Coaches and IGs

Evaluate and share best practice of learners promoting EDI in their workplace

Events

- 1st World Aids day
- 2nd Day for the Abolition of Slavery
- 3rd Day of Persons with Disabilities (Disability Day)
- 4th World Wildlife Conservation Day
- 5th World Soil Day
- 10th Human Rights Day
- 16th Day of Reconciliation

Agree next meeting of the Equality and Diversity Committee