

**NFTS Equality Objectives from April 2016 for employees**

1. To investigate further why employees and freelances from Gen Y appear to be under-represented and Baby Boomers appear to be over-represented at the School compared to the national average (for HE staff), design and implement positive action initiatives eg in relation to recruiting to new roles to attract over time a more representative workforce.
2. To find ways of encouraging employees to feel able to declare whether or not they have a disability and to consider developing any actions accordingly.
3. To investigate further why female employees could be said to be under-represented at the School and, if this is the case, design and implement positive action initiatives eg in relation to recruiting to new roles to attract over time a more representative workforce.
4. To review School website as a whole and staff vacancy pages in particular to see whether there is an opportunity to make working for the School, including those engaged as freelances, more inclusive to all those from protected characteristics the School wishes to attract to work for it.