

# Network Briefing

## September 2011 edition



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**Welcome to the September edition of the Network Brief.**

**Hello Colleagues, I hope you all had an excellent Summer Break. Welcome Back everyone!**

**This edition of the briefing is packed with exciting new activities, publications, events and resources, many of which have been developed in partnership with the sector.**

### **We need your contributions to the Network Brief**

We are very keen for you to contribute ideas, add your voice, discuss issues and share your learning in the Network Briefing. Please contact: [laura.rubbi@lisis.org.uk](mailto:laura.rubbi@lisis.org.uk) if you would like to be involved.

### **We need your help – working with Governors in EDI**

Following feedback and requests from sector colleagues, we would like to develop some practical equality and diversity sessions for Governors and Senior Managers. We are keen to attract a few governors and senior leaders with an excellent track record or understanding of EDI and who will be willing to contribute to this new initiative.

Please contact [margaret.adjaye@lisis.org.uk](mailto:margaret.adjaye@lisis.org.uk) for discuss further, nominate someone or for further information.

### **Supporting Black History Month**

October is Black History Month, when many learners will make a special effort to study the historical contributions of Black people to the world's political, economic, social and cultural life. The Skills Funding Agency is on the lookout for Black History Month events and celebrations within the FE sector, and we will promote the best examples on the intranet. Please send examples of good practice - either planned for this year or undertaken in previous years- to [equality@skillsfundingagency.bis.gov.uk](mailto:equality@skillsfundingagency.bis.gov.uk) by 9 September.

### **Equality Act specific duties**

Section 153 of the Equality Act 2010 gives the government the power to impose specific duties on public bodies. The purpose of the specific duties is to help providers to meet the new general public sector equality duty more effectively.

Draft specific duties regulations were proposed in the autumn 2010, following a period of extensive consultation, and laid before parliament in January 2011. However, on the 17<sup>th</sup> March 2011, less than three weeks before the specific duties were due to commence, the government announced their decision to revise the regulations.

Draft revised specific duties regulations were laid before parliament on 27<sup>th</sup> June 2011, and debated in the House of Commons on the 11<sup>th</sup> July 2011. They will come into force following parliamentary approval.

A briefing has now been prepared, available on the Excellence Gateway, summarising the key changes and the practical implications for providers. We also have a detailed briefing about the Equality Act on the LSIS corporate website.

## September Network Brief

This edition of the Network Briefing includes the following:

1. continuing our successful partnerships with sector colleagues;
2. grant funding to support equality and diversity projects (in partnership with the Skills Funding Agency) ;
3. bespoke and consultancy support for learning and skills providers;
4. equality and diversity network meetings;
5. forthcoming events and activities;
6. publications;
7. online resources;
8. supporting you further; and
9. equality and diversity resources on the Excellence Gateway.

### 1 Continuing our successful Partnerships with sector colleagues and providers

We work very close with a range of sector agencies and partners such as the Skills Funding Agency, Young People's Learning Agency, ACER, EMFEC, the Forum (the FORUM) for Sexual Orientation and Gender Identity, fbfe, Black Leadership Initiative, ECU, Association of Employment and Learning Providers (AELP), AOC, NIACE and many more.

Together we have developed a range of learning events, materials and resources to support improvements in equality, diversity and inclusion across the learning and skills sector.

- FORUM – visit the [Excellence Gateway](#) for information about the FORUM and for materials and resources developed in partnership, in particular the excellent [12 Steps](#) to tackling discrimination and promoting equality and the Guidance on [trans equality in post school education](#) (this is being updated).
- The Skills Funding Agency carried out some research into [Sexual Orientation and Gender Identity in Adult Learning](#). The findings from this report will inform the review and update of our two online resources: Visible and Valued – sexual orientation equality online resource and the 7<sup>th</sup> Strand – Transgender equality online resource. Both resources will be updated from November 2011.

- LSIS has had a long standing relationship with [fbfe](#), the National Council of Faiths and Beliefs in Further Education. In partnership with LSIS, fbfe and the Religious Education Council (REC) have developed some curriculum materials '[Emerging Voices](#)'.

**fbfe** are organising a range of learning events, workshops and activities in partnership with LSIS, please visit our [website](#) for further information.

- We continue our strong relationship with the BLI , and together will be running a range of learning and organisational development events. The career development programme for black and minority ethnic staff continues, including the very successful Ofsted Shadowing programme. Look out for further development sessions on the LSIS website and [BLI](#).
- We will shortly be running some sessions on EDI for work based learning providers in partnership with AELP. Further information will be available on the LSIS and AELP Website shortly.
- We did some fantastic work with NIACE on the career and development needs of disabled staff in the FE and skills sector. The case study report from this project will be published in early September on our Excellence Gateway. We will be doing some further work with disabled staff involved in the project, developing some top tips for HR and CPD staff on managing and developing disabled staff. The Work will be carried out in partnership with the AOC and this will start in October 2011. We also aim to run some learning events to help embed disability equality.
- Following our very successful Equality Act events, we are running another event in partnership with the AOC on 12<sup>th</sup> October 2011 in London. For further information and details of how to book, visit the [AoC website](#).
- In partnership with Equality North East we will be running some sessions for governors and senior managers and a good practice workshop, led by providers. Further information will be available on our website in the next few weeks.
- Our successful relationship with the FE Equality Network in the Yorkshire and Humber areas continues. The network activities are now co-ordinated by [Doncaster GTA](#), a work based learning provider. (the network activities were previously co-ordinated by the Grimsby Institute). For further information about network activities, meetings and resources, visit the [GTA website](#).

## 2 Big News – Grant Funding to support Equality, Diversity and Inclusion Activities

**Coming Soon** – Equality, Diversity and Inclusion (EDI) Partnership Project Fund with support from the Skills Funding Agency.

Our successful partnership project fund is happening again this year. Details of the grant funding and application processes will be published in September/October 2011. Look out for further information in the **Network Brief** , LSIS's corporate website and the Equality and Diversity section on the Excellence Gateway.

Resources and materials developed by the 32 projects in our sector since 2009 can be found on the [Excellence Gateway](#).

**Did you know that** – Lewisham college has developed brilliant resources, guidance and materials on sexual bullying and gender conflict. Linking Lives is a must see, visit the [Excellence Gateway](#) for further information.

### 3 Bespoke and Consultancy Support

Our expert team of consultants continue to offer creative interventions, expert support and advice in handling your equality, diversity and inclusion needs. Since January this year, we have worked with over 60 different providers (FE, work based learning and ACL providers) on various equality and diversity issues. These have included sessions on embedding into the curriculum (one day sessions, very high in demand), working with senior teams and governors, inspection and equalities, help to develop equality and diversity strategies and policies, handling staff development sessions, the Equality Act and many many more.

Our work is completely client led and we work with you to discuss and agree your needs, to assess where you are with EDI, to identify best and most effective ways to deliver this service. We follow up after 6 months to a year to find out how you have moved on and the differences you are beginning to make.

These are some of the comments from providers:

- Very useful and practical session, been given excellent information to take back to my workplace and will use daily.'
- 'Changed how my organisation will see Equality and Diversity – fabulous day'
- 'Useful input from every perspective.'
- 'Will promote all the information gathered from today's session and spread the word of LSIS!'
- 'Some excellent materials and presentations which will be of use to many people.'
- 'Excellent trainers and information, really enjoyed my day.'
- 'Enjoyed the interactions and sharing experiences with the group and the trainers, some very interesting points to take back with me.'

#### 3.1 Bespoke and Consultancy Support – What's new

We are looking for cost effective and creative ways to support providers and following feedback from some of you, we have added more activities to our range of services. We now have a package or MENU of support, delivered by experts in EDI, with input from providers who are doing well in EDI and from some of our sector partners. We offer very good rates for our services, contact: [sarika.dewitt@lsis.org.uk](mailto:sarika.dewitt@lsis.org.uk) for further information.

The **menu** includes the following (you may wish to pick and mix the support available):

**For organisations struggling in EDI, we have a package of support which includes:**

- a review of existing systems, practices and policies;
- self assessments and working with you to assess the impact of EDI activities on learners, staff and stakeholders;
- support from a critical friend who can also be a provider doing well in EDI;
- inspection and equalities training/support;
- training for appropriate staff;
- embedding and sustaining EDI across whole organisations; and
- allocation of a critical friend to see you through the process for a period of time (days agreed with you).

**The Equality Act – making progress across whole organisations:**

- the act and what it means in practice;
- equality analysis;
- meeting your specific duties;
- embedding the Act and linking it to core functions and activities; and
- working with senior teams, defining roles and responsibilities.

**Making EDI part of the Curriculum:**

- a session developed by a team of providers, including work based learning, adult community learning, FE providers and sector agencies;
- acting as critical friends they support you to mainstream EDI into the curriculum and teaching practice;
- they have developed a range of resources and materials to support this process; and
- working effectively with learners, helping them to appreciate EDI and to understand its benefits.

**Challenging and Addressing inappropriate behaviours (under development, available from November 2011):**

- using video rich resources, this session will help you deal with harassment, bullying and inappropriate behaviours within the learning environment; and
- training your staff on how to use the video and learning materials – ie developing internal expertise.

**Equality, Diversity and Community Development (available in November 2011):**

- embedding EDI and Community Development across the organisation;
- demonstrating effective leadership in both areas; and
- linking to inspection activities.

**Train the Trainer sessions (under development, available November 2011):**

- training for EDI champions and practitioners.

**Achieving a Diverse Workforce (under development and available November 2011):**

- a race equality initiative delivered in partnership with the Black Leadership Initiative (BLI);
- working with you to embed good race equality practices across whole organisation;
- effectively managing and developing your black and minority ethnic staff; and
- working with you to develop and sustain good race equality policies.

In addition to the above, we can offer many other interventions and support in EDI as follows:

- inspection and Equalities;
- speaking at events;
- one day sessions on embedding EDI into the curriculum;
- one day sessions on dealing with conflict and tension in the learning environment;
- handling whole staff development sessions;
- training on how to embed EDI across organisations;
- procurement and Equalities;
- consultancy support to improve EDI activities;
- help to develop equality strategies; and
- equality act and advancing EDI and many more.

Email: [sarika.dewitt@isis.org.uk](mailto:sarika.dewitt@isis.org.uk) to discuss your needs and costs for these services.

#### 4 Network Meetings

We have cancelled our September dates advertised in the June Network Briefing. The following are the new dates for this year.

Network Meeting	Theme
18 October in Manchester 19 October in Coventry 21 October in London	<b>Promoting equality and diversity in a changing learning and skills sector</b> Plus a showcase of the new <b>Video Resource on Challenging and Addressing Inappropriate Behaviours</b>
28 November in Manchester 1 December in London 6 December in Coventry	<b>Train the Trainer session</b> – support for you and materials to help you effectively use the EDI resources we have developed with your staff and colleagues:- 7 <sup>th</sup> Strand (transgender equality), Visible and Valued (sexual orientation), Implementing Disability Equality, E&D and Community Cohesion resource, plus a discussion on how to meet your <b>Equality Duties (specific Duties)</b> , to be confirmed.
21 February 2012 in Coventry 23 February in Manchester 28 February in London	The following are some suggested themes from colleagues – to agree themes for discussion at our meeting in October.  employment law discussions; New Dimension programme Links between EDI and community development Improving learners understanding of E&D; leading Inclusion - Governors and equalities; a whole organisational approach to equality and diversity; and age equality and succession planning.

#### 5. Forthcoming Events and Activities

We will be running the following open events starting from October. Please visit our events section and the E&D section on the Excellence Gateway for further information.

**New Dimension Programme:** We run a very successful pilot programme in June and following a high demand, we will be running two sessions again early next year. This programme provides an opportunity for a deep and structured debate on managing and resolving equality tensions, using religion and belief, and sexual orientation to exemplify issues and solutions. This is a participative programme that involves a variety of approaches including facilitator presentation, case study discussion, personal testimony and input from people with experience of living and managing these tensions.

Sessions can also be delivered in-house and you can contact [Sarika.dewitt@lsis.org.uk](mailto:Sarika.dewitt@lsis.org.uk) for further information.

**Inspection and Equalities:** We have three new dates planned:

- 15 of November in London;
- 15 December in Leeds; and
- 26 of January in Coventry.

For information and details of how to book, visit [our website](#).

Sessions can also be run in-house for a team of staff, please contact: [sarika.dewitt@lsis.org.uk](mailto:sarika.dewitt@lsis.org.uk) for further information.

**Other EDI Events:** dates for the following open events will be announced in September:

- one day session on Embedding Equality and Diversity into the Curriculum;
- the Equality Act, meeting the specific duties;
- embedding EDI across whole organisations;
- organisational Development and Race Equality;
- disability equality training for HR and CPD professionals;
- leadership of EDI – support for governors and senior managers; and
- equality, diversity and community development.

## 5.1 New Programme from the Safeguarding Team at LSIS

### **Safeguarding & Equality & Diversity; valuing, developing, empowering and protecting learners and staff in the further education and skills sector**

Safeguarding and Equality and Diversity (SED) together represent a powerful approach to learner and staff support and development. They cover much common ground, and require a proactive stance. To succeed they need a whole-organisation strategy that places the individual, their needs and safety at the centre of our concerns. Both currently are awarded limiting grades by OFSTED. This one day programme will support participants to map the areas and challenges shared by these two areas and to explore developing common, joined-up approaches to their delivery. For further information and details of how to book, visit [our website](#).

## 6. Publications

We have a rich array of resources and publications to support your EDI activities, these are now live on the LSIS website, Excellence Gateway and the VLE.

## Age Equality and the Default Retirement Age.

- **Extending Working Lives in the Further Education and Skills Sector:** Creative approaches to managing and supporting older people in the workforce. This resource builds on the five other resources – Age Equality and the Workforce – developed in partnership with UCU. For further information about the five other resources please see the **Age, equality and the workforce publication**
- LSIS and the Association of Colleges have developed a suite of **six case studies** on further education and skills providers who are already managing without fixed retirement ages.
- **Beyond the Default Retirement Age – practical support for the FE and skills sector:** The Default Retirement Age (DRA) was introduced with the Employment Equality (Age) Regulations 2006. It included provisions that allowed employers to dismiss staff on the grounds of retirement at the age of 65 or a later age. The regulations also introduced a statutory right for individuals to request postponement of their retirement beyond the age of 65 and required employers to consider such requests.
- **Age Equality and the Workforce:** This set of five resources was developed to support organisations in the further education and skills system to understand and apply principles that promote equality within workforce planning and organisational development. These resources have a specific focus on age equality.
- **A Review and Analysis of Age Equality practice in the Learning and Skills sector:** The Learning and Skills Improvement Service (LSIS) and University and College Union (UCU) commissioned this research to identify the age-related challenges and barriers to realising full potential of staff within the further education and skills sector.

## British Sign Language and d/Deaf Learner Project

- **British Sign Language and Improving Services for d/Deaf learners – final report:** We developed and implemented this project with funding from the Skills Funding Agency to improve the ability of post-16 learning and skills providers to recruit and retain d/Deaf learners while improving their attainment levels. LSIS was supported by a number of learners, providers and key sector agencies whose contributions helped to make this project a major success.

The project was developed to:

- motivate and support the learning and skills sector to develop their awareness of d/Deaf learners and their needs;
- improve the sector's capability and capacity to meet these needs and adjust the learning environment so that it becomes more inclusive; and
- ensure that, just like other learners, d/Deaf learners have an equal chance to enjoy and achieve their full potential in education.

### Related reports:

- **British Sign Language and Improving Services for d/Deaf learners - strand 3 report**
- **British Sign Language and Improving Services for d/Deaf learners - strand 3 report appendix 1**
- **British Sign Language and Improving Services for d/Deaf learners - strand 3 report appendix 2**



- [British Sign Language and Improving Services for d/Deaf learners - strand 3 report appendix 4](#)

### **Case Studies from the E&D Partnership Projects – Resources, Materials developed by the sector for the sector.**

- EDI partnership projects: [Case studies and resources](#) from the 14 Equality and Diversity projects we supported in 2010/2011. Rich set of resources and learning from providers to help improve EDI practices in our sector.
- EDI partnership projects: [Case Studies and resources](#) from the 18 equality and diversity projects we supported in 2009/2010.

### **Disability Equality:**

- **Case Study Report:** We will shortly publish a case study report from a project we carried out in partnership with NIACE on the Career Development Needs of Disabled Staff in FE and the learning and skills sector.

### **The Equality Act 2010:**

- [The New Equality Act 2010: What it means to the FE and skills sector.](#) This document is now being updated with the new specific duties and this will be live in the next few weeks.

### **Gender Identity**

- [Promoting Transgender Equality:](#) Promoting Transgender Equality in Further Education is a briefing prepared by LSIS working closely with GIRE (Gender Identity Research and Education Society) for all those involved in the provision of further education to young people. The guide gives providers a greater understanding of transgender issues, and the relevant law and good practice in relation to transgender employees and learners.

The guide is supported by LSIS's new e-resource, the 7th Strand, currently available on LSIS's [Leadership Learning Environment](#). Both resources can be used as part of learning and development within provider organisations.

### **Leadership of Equality and Diversity**

- [Equality, Diversity and Governance Briefing:](#) This briefing introduces the concepts of equality and diversity (E&D), and explains why these should be central to an organisation's mission, values and culture. It highlights equality policies, schemes and action plans that should be in place, as well as processes for monitoring and improving progress and performance. [Equality, Diversity and Governance Briefing.](#)
- [LSIS Leading Inclusion Guide – Case Studies:](#) When we published *Leading Inclusion: A Guide to Leadership of Equality, Diversity and Inclusion in the Learning and Skills Sector*, in June 2010, we seemed to strike a chord with colleges and training organisations. There is evident good practice in equality and diversity in the sector, much of which is promoted by our organisations. Read further for some of the exemplar practices going on in our sector.
- [A Guide to Leading Inclusion:](#) The Learning and skills sector is facing unprecedented levels of change and challenge. To support sector leaders in one key area of change, and in their commitment to equality, diversity and inclusion, three partner organisations- LSIS, EMFEC and the YPLA- have joined together to develop this *Guide to Leading Inclusion* which aims to strengthen leadership understanding, knowledge and expertise in equality, diversity and inclusion, for providers working with learners of all ages and

backgrounds and support more effective leadership by governors and supervisory boards as well as by leaders operating at all levels of management and delivery.

Related annexes and further documents are available on [our website](#) and the [EDI audit tool](#) is also available.

### **Procurement, Commissioning and Equality:**

- [Aligning Equality and Procurement Goals](#): Millions are spent on goods, services and capital expenditure every year. Procurement can also act as a force of change for suppliers seeking to develop markets, create local employment opportunities as well as providing effective and accessible education opportunities. The equality act reinforces the need to link procurement practice and capital expenditure to addressing equality and social disadvantage.

### **Religion, Belief and Sexual Orientation Equality**

- [Equality and Diversity – a new dimension](#): Managing equality tensions, a resource paper exploring sexual orientation and religion and belief.

### **Religion and Belief**

- [Spiritual Moral Social and Cultural Guidance](#): This guide seeks to highlight the relevance of spiritual, moral, social and cultural (SMSC) development for the learning and skills sector, and provide support on how to plan, deliver and assess appropriate SMSC development.
- [Emerging Voices](#) – mainstreaming social moral, cultural and spiritual issues into the curriculum.

## **7. Online Resources**

We have developed some excellent online resources to support training and development activities in your organisations. These resources are free and to access please visit our [VLE](#).

We are keen to hear your views/have your feedback on the resources. As you and colleagues use them, please complete the evaluation forms attached to each resource. Tell us what worked well, what needs improving or changing and why and any further ideas you may have to help us improve the resources. Alternatively if you have reports, materials or resources which could be incorporated into the resources please contact me: [margaret.adjaye@lisis.org.uk](mailto:margaret.adjaye@lisis.org.uk).

Train the trainer sessions, to help you effectively use all the online resources now planned and the first events will take place at our network meetings in November and December. See section 4 for dates and further information.

## **8. Community Development**

### **Quatrain for students – Q4S**

Qatrain for students – Q4S- is a website dedicated to support disabled learners in mainstream post-16 education. The project has been funded by the European Union's Leonardo Lifelong Learning Programme. It includes partners in Bulgaria, Greece, Turkey and the United Kingdom via the Centre for Inclusive Learning Support (CILS) at the University of Worcester.

LSIS has been part of the advisory board of this exciting project, representing the FE & Skills sector. At a final conference LSIS will feedback the usefulness of the website to the FE & Skills sector. Therefore, your insight and views are sought on the website and how you would make use of it in your institutions and how your learners are experiencing the website. We would welcome feedback to include in our presentation to the European partners.

We encourage you to have a close look at the Q4S website at [www.q4s.eu](http://www.q4s.eu) and to provide us with any comments and opinions you might have. Please direct any contribution to Martin Steinmuller, Community Development Manager, at: [martin.steinmuller@Isis.org.uk](mailto:martin.steinmuller@Isis.org.uk). Your input is very much appreciated.

#### **9. What can we support you with further?**

We are very keen to hear from providers, some of the development areas, issues they would like us to focus on/support them with as part of our activities in 2011 – 2012.

Please contact: [Margaret.adjaye@Isis.org.uk](mailto:Margaret.adjaye@Isis.org.uk).

#### **10. Excellence Gateway**

We are improving our range of resources on the [excellence gateway](#), this includes news items, publications, events, programmes and many more.

If you have any queries, do email: [equalities@Isis.org.uk](mailto:equalities@Isis.org.uk).