

Equality, Diversity, Inspection

A presentation by Dr Christine Rose



What are the very best doing? (providers getting and maintaining a grade one for E&D)



Key themes for today

- Embedding E&D in:
 - ★ Curriculum planning and T&L delivery
 - ★ Learner involvement
 - ★ Monitoring
- Equality Schemes and action plans
- Equality Impact Assessments



Embedding E&D in Curriculum planning and T&L delivery

- Very good use is made of naturally occurring situations to promote and understand diversity and overcome discrimination
- Diversity is well embedded in the curriculum. This prepares learners very well to live in, or progress into, diverse communities.
- Excellent promotion of equality and diversity throughout the curriculum.
- Equality and diversity are very strongly and consistently promoted throughout the curriculum. Teaching staff frequently take the opportunity to extend discussions to challenge stereotypes, perceptions and broaden students' cultural understanding

Embedding E&D in learner voice

- A comprehensive, carefully structured system of course representatives allows students to contribute at regular course team meetings. Arrangements are tailored to the needs of different groups, for example through providing interpreters or using more specific student focus groups
- Highly effective strategies ensure that learners develop the skills needed to be able to express their opinions about the services the college provides for them
- Very good arrangements for listening and responding to both students and parents.

Embedding E&D in monitoring

- Comprehensive analysis of levels of achievement between different groups of students has led to achievement gaps between different ethnicities being largely eradicated and gender differences reduced significantly
- Staff analyse and evaluate learners' achievement by gender, race and disability to inform course review and self-assessment and effective action is taken to address gaps
- Diverse teaching workforce....profile matches students in relation to ethnicity
- Very thorough analysis and evaluation of data effectively identify barriers to learning and comprehensive actions are taken to help learners participate and make progress

Equality schemes

- The college has appropriate schemes to comply with legislation. The equality and diversity committee, chaired by the principal, monitors effectively the implementation of the college's schemes
- Governors receive detailed reports on progress against the statutory scheme
- Appropriate policies and procedures are in place to fulfil legal requirements and the college's equality and diversity committee plays a very active role in monitoring their impact
- The single equalities scheme and action plan provide a sound basis for further developments

Equality Impact Assessments

- The college has prioritised impact assessment for those policies that affect learners.

**Thanks for
listening!**

**For further information
contact**

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