

# The practical case for diversity

Equality at the core of our work



# An equality culture

Creative, positive, stimulating

Professionally clear

# Definition and clarity

Equality

Diversity

Inclusion

# In practice

Leadership plan

Tool-kit

Procedures and processes

# Equality tool-kit

Same or different

Groups and other factors

Offence and sensitivity

Personalised

Trump card

How it works

# How it works

It stereotypes

It marginalises

It undermines

It patronises

It personalizes

It tokenizes

# Equality at the centre

Performance appraisal

Job description

Interview questions

Schemes of work

Tutorial curriculum

Classroom observation

E+D Group

Professional development

# Performance appraisal

- Were you treated with respect?
- Did you feel included?
- Was the work environment enabling?
- Did your line-manager do what s/he promised to do?
- Did you have a chance to develop and learn?

*What about the staff's own performance?*

# Job description

## Head of Department

### 1 Leadership and management

- a) To develop a vision and build the capacity of the team to realise this vision
- b) To provide practical leadership on equality, inclusion and diversity, and place these at the core of the department's activities – teaching and learning, management and team work, use of resources and the physical environment

# Person specification

## 5 Equality and diversity:

To be able to provide leadership on equality and diversity, and apply them to the management of staff, the curriculum and resources

By this we mean:

- Promote a vision for the curriculum
- Support the practical application to programme areas, to teaching and learning, and to support
- Use creative ideas to promote learners' access, treatment and attainment
- Expand and use the diversity of the staff team

# Person specification

## 7 Practical leadership – staff:

To be able to manage a team and individuals in line with college value and principles

By this we mean:

- Promote collaborative working
- Use structured support systems
- Set and maintain standards
- Increase diversity and development
- Foster a creative environment

# Interview questions

## Collaborative working

‘For us collaborative working is about involving others, building consensus and being clear about who does what. Give us an example of a project you have managed collaboratively’

‘How did you use collaborative working to benefit from diversity?’

What was the outcome?’

# Schemes of work

Global, historical, social and economic and political connections

- Role of women, and invisible others
- Lost history – where did things start
- Impact of development on others  
cause and effect
- Lost, stolen and strayed
- The same beneath the surface

*Turn these into skills and knowledge*

# Classroom observation

- Who sits where and with who?
- How is lateness, mobiles etc handled?
- Who talks?
- Who is asked questions?
- Who is praised and criticised?
- Who is profiled?
- Who is given personal attention
- Whose ideas are taken up?
- Who is stretched?

# E+D Group

## Remit

The Group will advise the Principal on equality and diversity. It will promote and support ideas for change and development, and commission specific projects. It will draft the Equality objectives and support the conduct of policy and function reviews.

It will be accountable to the Principal. It will report to the senior management team.

# E+D Group

## Selection criteria:

- 1 Understand at least one of the ten issues listed above, either from acquired knowledge or insight beyond the personal.
- 2 Can contribute to imaginative solutions to promote equality.
- 3 Have a clear and up-to-date understanding of equality and diversity issues in FE
- 4 Have a track record of taking initiatives on equality – either inside or outside work

This is not a group of experts but committed colleagues ready to use skill and experience to get things done. Everyone in the college is a possible member.

# A favourable environment

- Clarity and definition
- Values and principles
- Practical links to the work
- Collaborative management style
- Positive action
- Skills and understanding
  - because these generate confidence and comfort

# The practical case for diversity

Creative, stimulating and practical



Derek Hooper