Skills Funding Agency and Equality Challenge Unit

The Further Education Equality Knowledge Exchange
Sharing good practice from the Equality and diversity good practice fund
Welcome

Welcome to the Further Education Equality Knowledge Exchange, which showcases the projects funded by the Skills Funding Agency (SFA) and managed by the Equality Challenge Unit (ECU) as part of the Equality and diversity good practice fund 2014–15.

Through listening to our speakers, discovering different approaches and sharing practical solutions, we hope that you will return to your organisations with ideas and resources to support all learners to participate and achieve in further education (FE).

Please share your thoughts, inspirations and ideas from the day with others, including on Twitter using #equalityinFE.

Thanks for being part of this event.

ECU

ECU provides a central source of expertise, research, advice and leadership on equality and diversity in higher and further education.

We support universities and colleges to build an inclusive culture that values the benefits of diversity, to remove barriers to progression and success for all staff and students, and to challenge and change unfair practices that disadvantage individuals or groups.

www.ecu.ac.uk | info@ecu.ac.uk | @EqualityinHE

Equality and diversity good practice fund 2014/15

The fund supports projects that embed, sustain and spread good practice to improve equality practice across the FE sector for the benefit of individuals, communities, economic growth and society. The fund also develops the capacity of the sector to meet the public sector equality duty.

www.ecu.ac.uk/goodpracticefund
goodpracticefund@ecu.ac.uk
@EqualityinFE
Programme

10.00–10.30  
**Registration**  
With the opportunity to explore The Exchange – an exhibition showcasing the 29 funded projects and to watch films made by participants.  
*Refreshments available*

10.30–10.40  
**Welcome and introduction**  
*David Ruebain*, chief executive, ECU

10.40–10.55  
**Keynote address**  
*Lee Mason*, apprentice programme generalist, Liebherr, Great Britain Ltd (an SFA Apprenticeship Employer Ambassador)

10.55–11.10  
**Keynote address**  
*Mark Donnelly*, apprenticeships and skills manager, BAE Systems plc (an SFA Direct Grant Employer)

11.10–12.00  
**The Exchange exhibition: spreading good practice**  
Dedicated time to interact with project participants and other delegates at the exhibition showcasing the funded projects and to watch films made by participants.  
*Refreshments available*

12.00–13.00  
**Plenary session: embedding and sustaining equality in FE**  
A panel of participants discuss learning from their projects in relation to embedding and sustaining good practice on equality and diversity followed by questions and answers.

13.00–14.00  
**Lunch**  
With the opportunity to explore The Exchange and to watch films made by participants.

14.00–15.15  
**Knowledge sessions** on embedding and sustaining good practice on equality and diversity in FE. Delegates will attend one session.  
*Refreshments available*

15.20–15.40  
**Closing address**  
*Gary Loke*, head of policy, ECU
Before becoming chief executive of ECU, David was a practicing solicitor for 21 years; latterly as director of legal policy at the Equality and Human Rights Commission of Great Britain and before that as a partner at, and founder, of the department of education, equality and disability law at Levenes Solicitors. David is a member of the Advisory Group of OFFA (the Office for Fair Access), an equality adviser to the English FA Premier League, a trustee of ADD (Action on Disability and Development), a member of the Rights & Justice Committee of the Joseph Rowntree Charitable Trust, a member of the editorial board of Disability & Society journal and a fellow of the British American Project.

David has published widely and taught nationally and internationally on education, disability and equality law and has been involved in numerous voluntary organisations, drafting private members’ bills and in making oral representations to committees of Parliament. He is the past chair of the Law Society of England and Wales’ Mental Health and Disability Committee and a member of the advisory editorial board of the Equal Rights Review.

David is the winner of The Royal Association for Disability and Rehabilitation’s (RADAR) People of the Year Award for Achievement in the Furtherance of Human Rights of Disabled People in the UK in 2002. He was also shortlisted for the Law Society’s Gazette Centenary Award for Lifetime Achievement – Human Rights in 2003. In 2006, David was listed as one of 25 Most Influential Disabled People in the UK by Disability Now Magazine, listed in the Disability News Service’s Influence Index in 2013, and listed in the first Disability Power List in 2014.
Lee Mason is an apprentice programme generalist at Liebherr – Great Britain Ltd

Lee began life as a construction plant maintenance engineer apprentice with H Leverton in Spalding, completing his City & Guilds framework over three years and winning Apprentice of the Year for two consecutive years at the National Construction College (NCC). He continued to work for them for a further 11 years, servicing and maintaining Caterpillar Construction Plant equipment and going on secondments in Holland and Africa. Lee then went back to the college where he started his career and taught and assessed Plant Maintenance at NCC (Bircham) to youth apprentices and adults.

Ten years later, he was employed at Liebherr - Great Britain Ltd as their apprentice programme manager where he successfully generates and administers programmes for the business, and is constantly expanding the frameworks offered to support succession planning and growth.

He is an avid supporter of STEM (science, technology, engineering and mathematics) related subjects and of schools where young people can engage with engineering related careers, whilst also pledging support for engineering and business in the form of projects, teaching, work experience and curriculum development.

He is also an apprenticeship and STEM ambassador giving talks to charitable organisations, schools and employers to promote STEM and apprenticeships as a viable route after school and throughout life. Lee chairs the South East Midlands Apprenticeship Ambassadors Network where he engages business with people looking for opportunities from a diverse range of backgrounds, making apprenticeships attractive and inclusive.
With a first class honours degree in Education from the University of Liverpool, Mark started his career teaching in a primary school. After several years, he made a transition into corporate training solutions working as an e-learning manager and then business development manager for a private training provider.

Mark was recruited back into the public sector, working in government education bodies such as the Learning and Skills Council, SFA, National Apprenticeship Service and latterly the Department for Business Innovation and Skills. During his time working as a civil servant, Mark demonstrated his passion and commitment to projects that help learners with learning difficulties and/or disabilities into supported employment.

Now back in the private sector once again, Mark has in this last year joined global defence, aerospace and security company BAE Systems plc and is driving forward their apprenticeship activity with over one thousand UK apprentices in learning. Encouraging more females into engineering, increasing BAME (black, Asian and minority ethnic) diversity in the workforce and promoting an accessible organisation for those who have learning difficulties and or disabilities are important to both Mark and the company. A family man, with a two year old son, Mark has his time well occupied both in work and at home.
Gary is a member of ECU’s senior management team and is responsible for overseeing ECU’s policy work, including that with colleges in Scotland. This involves liaising with colleges, funders and other stakeholders to develop and deliver ECU’s programme of work in FE in Scotland. Gary was previously a senior policy adviser at ECU specialising in race and religion and belief. Before joining ECU, Gary worked at Independent Age as a policy and public affairs officer primarily working on policy on age-related issues. Prior to that, Gary worked as a policy officer for a rural race charity and in that role provided advice to public authorities on their equality schemes and impact assessments.
Knowledge sessions

A – How to measure long-term impact

Being able to prove the impact of your equality and diversity work, or indeed any area of work, will give your organisation a huge advantage. This is especially true when results and value for money are coming under increasing scrutiny.

This session will take you through New Philanthropy Capital (NPC)’s ‘four pillar approach’, helping you decide what to measure and which methodology and tools to use. It will help you to:

- understand why impact measurement is important
- develop and use a ‘theory of change’
- prioritise your outcomes for measurement
- choose the right level of evidence
- decide when to collect data and from whom, and how to sample
- select or develop qualitative and quantitative tools
- analyse and communicate your findings.
Rachel Wharton is a policy and development officer at NPC

Rachel works in the development team at NPC. She works to combine NPC’s organisational knowledge with the conversations that are going on in the charity sector - driving discussion, developing new ideas and identifying new areas for research. Rachel previously worked in the research and consulting team to help charities and funders improve, measure and communicate their impact. She has worked on a number of projects that focus on youth, youth work and employability.

She is currently working with a company to develop several ‘theories of change’ for programmes that aim to support NEET (not in education, employment, or training) young people in the UK, as well as advising on impact measurement. Rachel has recently worked with a variety of youth charities, Inspiring Impact Northern Ireland and the Northern Ireland NEETS forum to adapt The Journey to Employment (JET) framework (www.thinknpc.org/publications/the-journey-to-employment) to reflect the specific situation of Northern Ireland. She is also responsible for measuring and evaluating NPC’s own impact.

Rachel has authored and co-authored several NPC reports including: Financial oversight: what trustees need to know about finances and accounts (www.thinknpc.org/publications/financial-oversight-what-trustees-need-to-know), a briefing that provides guidance to help trustees make confident decisions regarding the financial aspects of their organisation; and 10 innovations in global philanthropy (www.thinknpc.org/publications/10-innovations), a report exploring ten exciting innovations from around the world that are helping to grow philanthropy both in scale and by ensuring resources are best used.
Run by Skills Development Scotland (SDS) and ECU, this session will explore recent initiatives on increasing participation for groups with a protected characteristic that are underrepresented or face barriers to access across the varying fields of post-16 education in Scotland.

During the session, you will hear how these initiatives have progressed, learn about common trends in successful projects, and discover what is planned for the future. The session will also unpick the role of internal collaboration in successful and sustainable projects, and the importance of working in partnership across institutions and involving sector agencies.
Peter Hughes is National Training Programmes development manager at SDS

After a career, initially in the private sector, and then in teaching within the school sector and with various FE colleges, Peter joined SDS - the national skills agency for Scotland. Peter works in the development team of National Training Programmes within SDS. This involves developmental work in supporting SDS staff, training providers and employers involved in the delivery of the Employability Fund (EF) (pre-employment) and Modern Apprenticeships (MA) (employed status individuals). A focus of recent work has been on equalities within EF and MA and addressing underrepresentation among care leavers and BME (black minority ethnic) and disabled people. Another focus is on occupational segregation, particularly within MA frameworks. Peter’s team is investigating these areas through pilot and project work alongside capacity building.

David Bass is a senior policy adviser at ECU

David works predominantly on issues of student participation and inclusion with universities and colleges in Scotland. He developed ECU’s training on reasonable adjustments for colleges and is currently working on projects to support universities and colleges to develop more inclusive policies and practice in student recruitment and admissions. Before joining ECU, David was the senior policy officer at Lead Scotland, an organisation that works to ensure post-16 educational opportunities for disabled students. He was responsible for developing Lead’s policy positions and campaigns, as well as managing an information service for institutions and students.
Staff development can be key to improving outcomes for learners and apprentices. This session will look at some of the practical issues in developing staff competence and confidence around equality and diversity, including how to:

- identify barriers to learning
- engage staff with training
- create a safe and respectful environment in which people feel able to encounter, share and challenge their own attitudes and practices and those of others.

Participants will have the opportunity to share techniques for increasing staff confidence to deal with issues such as harassment and bullying and foster good relations between different groups of learners and apprentices. The interactive session will be illustrated with examples from the funded projects, as well as ECU’s ‘unconscious bias’ training programme.
Clare Pavitt is a senior policy adviser at ECU

Clare leads on issues relating to religion and belief, sexual orientation, good relations and unconscious bias, currently spending much of her time delivering unconscious bias training to institutions across the UK. Clare joined ECU from York St John University where she developed the equality and diversity strategy and managed the implementation of a highly successful training programme for all staff. Before working in the HE sector, Clare was the diversity director for Greater Manchester Police where she oversaw the introduction of the force's first confidence and equality strategy and directed a number of projects. Clare's career has also included 11 years at the BBC in a variety of equality and diversity roles, culminating in deputy head of diversity where her achievements included the development of the corporation's first accessible technology and infrastructure strategy. Clare has also worked in central and local government and in the voluntary sector.
This interactive and innovative session run by Heart of Deafness is about access and inclusion in apprenticeship opportunities and embedding equality and diversity in apprenticeships through practical knowledge and reflective practice. It will include peer-to-peer activities, trainer-led content, and small and whole group work.

The session will support organisations to think about what they do well, understand any gaps, and plan to take steps to improve where necessary.

It will take a look at attitudes, identity and structural barriers to inclusion across equality areas. A specialist case study will be used to explore what is meant by inclusion, which highlights the importance of understanding how equality groups interrelate. You will take away practical steps to improving practice for a sustainable approach that embeds inclusion.
Brian Kokoruwe is a co-founding director of Heart of Deafness

Brian is a founder of Deafinitequality, project manager at UK Disabled People’s Archive Project and team leader for the Physical, Sensory and Medical Conditions Team at Stockport College. Brian recently received a Master’s degree with distinction in Deaf Education from the University of Leeds.

Louise Cole is a co-founding director of Heart of Deafness

Louise Cole was previously development director at the Exeter Royal Academy for Deaf Education and South West regional director of the National Deaf Children’s Society. Louise has a background in youth, community and international development.
Please feel free to explore the exhibition showcasing the work of the 29 funded projects at your leisure. More information about the projects (including their exhibition numbers) is set out overleaf.

To encourage interaction at The Exchange, there's an incentive for checking out all of the projects in your delegate pack.

Screenings of films made by participants are scheduled throughout the day. Further information about the screenings is also available in your delegate pack.

Gem is an event host, facilitator and coordinator working across the arts and education sectors. She is also co-director of Short Sighted Cinema, which specialises in curating short film programmes that develop new audiences for diverse events and settings. Recently she presented and coordinated Short Sighted Cinema’s first film festival, *The Shortest Nights*, in London.

As a host, Gem has appeared at a variety of events including the London Short Film Festival, Young Enterprise and The Ministry of Stories and she has appeared on industry panels at the British Film Institute and the International School of Screen Acting.
Key to symbols

- General FE college
- Land-based college
- Local authority
- Private training provider
- Specialist designated institution
- Tertiary college
- Third sector organisation
- Other

- Rural
- Rural/urban
- Urban

- National
- North west
- North east
- Yorkshire and the Humber
- West Midlands
- East Midlands
- East of England
- South west
- South east
- London
### Exhibitors

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<tr>
<th>No.</th>
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<td>1</td>
<td>Abingdon and Witney College</td>
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<td>2</td>
<td>Blackpool Council Adult Community and Family Learning (BACFL)</td>
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<td>3</td>
<td>Bournemouth and Poole College of Further Education</td>
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<td>Grantham College</td>
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<td>Construction Industry Training Board (CITB)</td>
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<td>Hartlepool College of Further Education</td>
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<td>Careers South West (CSW)</td>
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<td>The British Racing School</td>
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<td>Bradford College</td>
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<td>Walsall Adult and Community College (WACC)</td>
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<td>Skills for Security Limited</td>
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<td>The Learning Partnership for Cornwall and Isles of Scilly Limited (LPCo)</td>
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<td>Workers’ Educational Association</td>
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<td>South Tyneside College</td>
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<td>Working Men’s College (WMC)</td>
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<td>City College Norwich</td>
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<td>Hackney London Borough Council (Hackney Learning Trust)</td>
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There are **29 projects**

19 large (£10,000–£30,000)  
10 small (under £10,000)

covering...

* Full themes are as follows:
  - Engaging with employers to advance equality in workplace learning
  - Addressing underrepresentation and stereotyping by disability, race and gender in apprenticeships and traineeships
  - Enabling careers advisers to challenge stereotyping and advise people with different protected characteristics
  - Other/alternative equality issues
  - Addressing the recommendations from SFA’s research into sexual orientation and gender identity equality in adult learning

*Engaging with employers*  
- Addressing stereotyping in apprenticeships
- Enabling careers advisers
- Other/alernative equality issues
- Lesbian, gay, bisexual and trans (LGBT) equality
- Intersectional identities
- Religion and belief equality
- Care leavers’ equality

Increasing understanding of issues faced by learners with specific intersectional identities, eg disabled black learners

Addressing the recommendations from SFA’s research on learners’ views of religion and belief equality in adult learning

Supporting access, inclusion and progression for care leavers with different protected characteristics

Advancing equality for groups with different protected characteristics in offender learning
representing all of England…
and a wide range of providers.
**Assistance during the event**

If you require assistance during the event, please don’t hesitate to approach a member of ECU staff.

Palantypists will be available in the main plenary sessions.

**Photography**

A photographer will be recording the event and images and/or video footage may be used in ECU media and publications. Disruption to participants will be kept to a minimum. Please inform the photographer directly if you do not wish to be photographed or involved in video recording.

**Wi-Fi**

Wi-Fi is available for delegates. Please ask a member of ECU or hotel staff for the code to login.
After the event

Resources showcased at The Exchange and from the event itself will be made available on the ECU website over the summer: www.ecu.ac.uk/goodpracticefund.

Project case studies and resources will also be available on the ECU website and on the equalities toolkit www.equalitiestoolkit.com.

In addition, ECU will be hosting a series of lunchtime ‘webinars’ relating to themes explored at the event in October.

We hope that you enjoy the event