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  
Chris Brill, senior policy adviser, ECU

10.40–10.55  
Keynote address  
Sue Husband, director of apprenticeships and delivery service, SFA

10.55–11.10  
Keynote address  
Lee Mason, apprentice programme generalist, Liebherr, Great Britain Ltd (an SFA Apprenticeship Employer Ambassador)

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  
Chris Brill, senior policy adviser, ECU
Chris is the senior policy adviser at ECU specialising in disability and age equality. Chris has led research projects on disability and religion and belief equality for staff and students, including projects on: supporting staff and students experiencing mental health difficulties; understanding the interaction of competence standards and reasonable adjustments; and improving employment outcomes for disabled students. Chris has also written a series of briefings for the higher education (HE) sector on institutions’ legal responsibilities under the Equality Act 2010.
Sue Husband is the director of apprenticeships and delivery service at SFA

Sue is responsible for the two customer-facing services of SFA – the National Apprenticeship Service (NAS) and the National Careers Service (NCS). Sue was previously head of education for the UK at McDonald’s. She started her career with McDonald’s as a 16-year-old crew member, whilst studying for A-levels. Sue went on to work in a variety of roles in operations, franchising, communications and training, working with both company and franchised restaurants.

NAS supports the delivery of apprenticeships and traineeships in England, offering free, impartial advice and support to employers looking to recruit for the first time or expand their programme. Sue’s role includes: the promotion of apprenticeships; the provision of a responsive, high-quality service to employers; working with partners to improve the design and delivery of high-quality apprenticeships; and promoting and supporting traineeships as part of the apprenticeship family.

NCS provides impartial careers information and advice and guidance to adults and young people to support their decision-making about learning and work. Sue’s role in this regard includes ensuring that the NCS provides high-quality information and independent, professional advice and guidance for those who need it most. This is done whilst ensuring people are inspired and motivated to reach their full potential and to make well-informed learning and career choices, through the supply of FE, work-based training and HE that meets individual, employer and labour market demand.
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.
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.
Ellen Harries is a senior consultant at NPC

Ellen Harries is a senior consultant at NPC to help charities and funders improve, measure and communicate their impact. Recent work includes a study into the motivations behind charitable giving and the development of The Journey to Employment (JET) framework (www.thinknpc.org/publications/the-journey-to-employment) – a shared measurement framework for the youth employability sector.

Ellen has co-authored several NPC reports including *Who will love me when I’m 64?* (www.thinknpc.org/publications/who-will-love-me-when-im-65), a public policy report exploring the importance of relationships in later life, and *Brain tumour research: funding flows* (www.thinknpc.org/publications/brain-tumour-research-funding-flows), an analysis of cancer research funding in the UK. She has featured on BBC London News and presented research findings at the House of Lords. She has also programme managed *Inspiring Impact* (inspiringimpact.org), a sector-wide initiative which aims to make high quality impact measurement the norm in the non-profit sector by 2022.

Before joining NPC, Ellen worked as an academic researcher at the London School of Economics on a government-funded project investigating the impact of social sciences. Ellen has also worked for Accenture, advising both public and private sector clients on improving their performance.
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.
The Exchange exhibition guide

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 Ahmet is hosting The Exchange

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
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
  - 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

Disability  
Sex  
Sexual orientation  
Gender reassignment  
Race  
Age  
Religion or belief  
Marriage or civil partnership  
Pregnancy and maternity

*Engaging with employers
  - Addressing stereotyping in apprenticeships
  - Enabling careers advisers
  - Other/alternative equality issues
  - Lesbian, gay, bisexual and trans (LGBT) equality
  - Intersectional identities
  - Religion and belief equality
  - Care leavers’ equality
representing all of England…
and a wide range of providers.

- 11 general FE college
- 2 land-based college
- 5 local authority
- 2 private training provider
- 3 specialist designated institution
- 1 tertiary college
- 2 third sector organisation
- 3 other

- 15 urban
- 7 urban and rural
- 7 rural

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 may 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