

Equality, Diversity and Inclusion - Update

Equality legislation identifies 6 strands (disability, race, gender, age, sexual orientation and religion) and this is a brief update on EDI activities in the college and links to further information.

The EDI Group includes staff from across teaching and support departments and a learner representative. During this session the group have focused on the following key areas of activity:

1. Embedding EDI within our learning and teaching materials

**EQUALITY DIVERSITY CULTURE RACE
RELIGION INCLUSION NATIONALITY
ACCESS GENDER SEXUAL ORIENTATION DISCRIMINATION
BELIEFS VALUES ATTITUDES ETHNIC QUALITY**

In line with current equality legislation; learning materials require to comply with legislation and to promote good practice. The EDI handbook launched in January brings together in one booklet - checklists and guidance to help staff developing materials which promote equality and diversity and are accessible to all our learners.

Although the focus is on teaching materials, these guidelines apply to all the materials we produce for learners and the workshops during the January down week brought together all college staff.

Here's a note of the feedback from these sessions

	Strongly agree/ agree	Strongly disagree/ disagree
Workshop was well organised and easy to follow	94%	5%
Workshop objectives were stated and met	90%	3%
I had the opportunity to participate and I felt involved	86%	7%
Pace of the session was comfortable	83%	9%

Copies of the EDI materials handbook are available in the Learning Centre and will soon be available online at <http://intranet.stow.ac.uk/CollPub/Learning%20and%20Teaching%20Materials%20Handbook/Forms/General%20View.aspx>

A workshop (JISC) on making materials accessible online was also delivered as part of the Showcase training events (January) and this will be an area for further development over next session.

2. How well are we performing?



Monitoring how well we are addressing EDI issues is important in identifying how we can improve this. A schedule has been established for collating and monitoring data (enrolment, retention and achievement) for all of the EDI strands and across all teaching departments.

Here's some of the data we've just started collating. The following table gives percentages (with regard to the total number of students enrolled at the beginning of this session) for gender, students declaring a disability and students on ELS (2009-10)

	Females	Males
Computing & Internet Technology	27%	73%
Engineering Technology	7%	93%
Management & General Ed.	59%	41%
Music & Creative Industries	43%	57%
Science & Health Studies	69%	31%
Trade Union Education	36%	64%
Grand Total	41%	59%

	Disability	ELS
Computing & Internet Technology	14%	5%
Engineering Technology	7%	1%
Management & General Ed.	17%	6%
Music & Creative Industries	15%	8%
Science & Health Studies	26%	6%
Trade Union Education	12%	2%
Grand Total	15%	5%

3. Staff Development

In addition to the staff development sessions in January and the sessions delivered by the College Educational Psychologist from Post Sixteen Psychological Services (PSPS); a number of staff have completed the course for the '*Certificate in Equality and Diversity*' and next session an EDI online course will be available for all staff.

4. Equality Impact Assessment of Policies and Procedures

All college policies and procedures are assessed in order to ensure fairness and equality. The Equality Impact Assessment form has been revised and piloted with a

number of staff. Guidance to support staff carrying out Equality Impact Assessments is developed and a procedure has been established. All Impact Assessments are available on the portal at

<http://intranet.stow.ac.uk/CollRep/Audits/Forms/General%20View.aspx>

5. Communication & Reporting

College Equality Schemes, policies and reports are available on the portal. These include reports on Disability, Gender and Race. The College is currently planning to implement a single Equality Scheme and action plans for all six strands will be brought together in one action plan for 2010-2013.

6. Surveying staff and students – your thoughts on EDI



An Equality & Diversity online survey was carried out before Christmas and a total of 176 staff/students completed this survey. Results from the survey highlighted a high level of awareness of these issues and to quote one particular comment from the survey:

“You can tell with just being in the college that they are aware of equality and diversity”.

Feedback from this survey will assist in identifying improvement to our services and facilities.

Equality Legislation

Equality in the UK means that everyone is valued as individuals and everyone has equal rights. Diversity is a broader concept concerned with respecting and valuing all forms of difference in individuals and positively striving to meet the needs of different people.

1. Race Relations (Amendment) Act 2000
2. Disability Discrimination Act 2005
3. The Equality Act 2006 (Gender Equality Duty)
4. Employment Equality (Age) Regulations 2006
5. Equality in Employment Regulations (Sexual Orientation)
6. Equality in Employment Regulations (Religion or Belief) 2003
7. Gender Recognition Act 2004
8. The Human Rights Act 1998