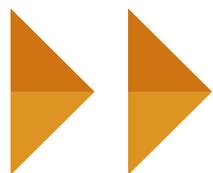




EQUALITY & DIVERSITY

2019/20





Our social mission is to improve lives and economic success through learning and skills.

▶ **Contents**

This will be added when the design is signed off

Introduction

We are committed to providing an environment where everyone is valued as an individual, and where learners and staff can work, learn, flourish and develop their skills and knowledge in an atmosphere of dignity and respect.

One of the elements we encourage learners across the Group to focus on is progress. It is a key ingredient to their success, so it's important for our organisation to take positive steps forward too. It is heartening to see us build on the momentum of previous years by making progress with regards to equality, diversity and inclusivity in our Group.

Promoting equality is more than a statement of how we as a Group will meet statutory requirements, it is an essential part of how we operate and fundamental to the values and mission of our Group. They are a shared commitment across LTE Group, Novus, Novus Cambria, The Manchester College, UCEN Manchester, MOL and Total People.



Regional / Local Government

- + Metro Mayors / LEPs and Agencies
- + Budget control / AEB devolution to regions
- + Capital projects (HS2 / Estates)
- + Local Industrial Strategy
- + Aligning the skills to demand



Employers

- + Demand for Skilled Workers Increasing
- + Economic Conditions / Confidence
- + AI and emerging industry sectors
- + Impact of Brexit on the economy



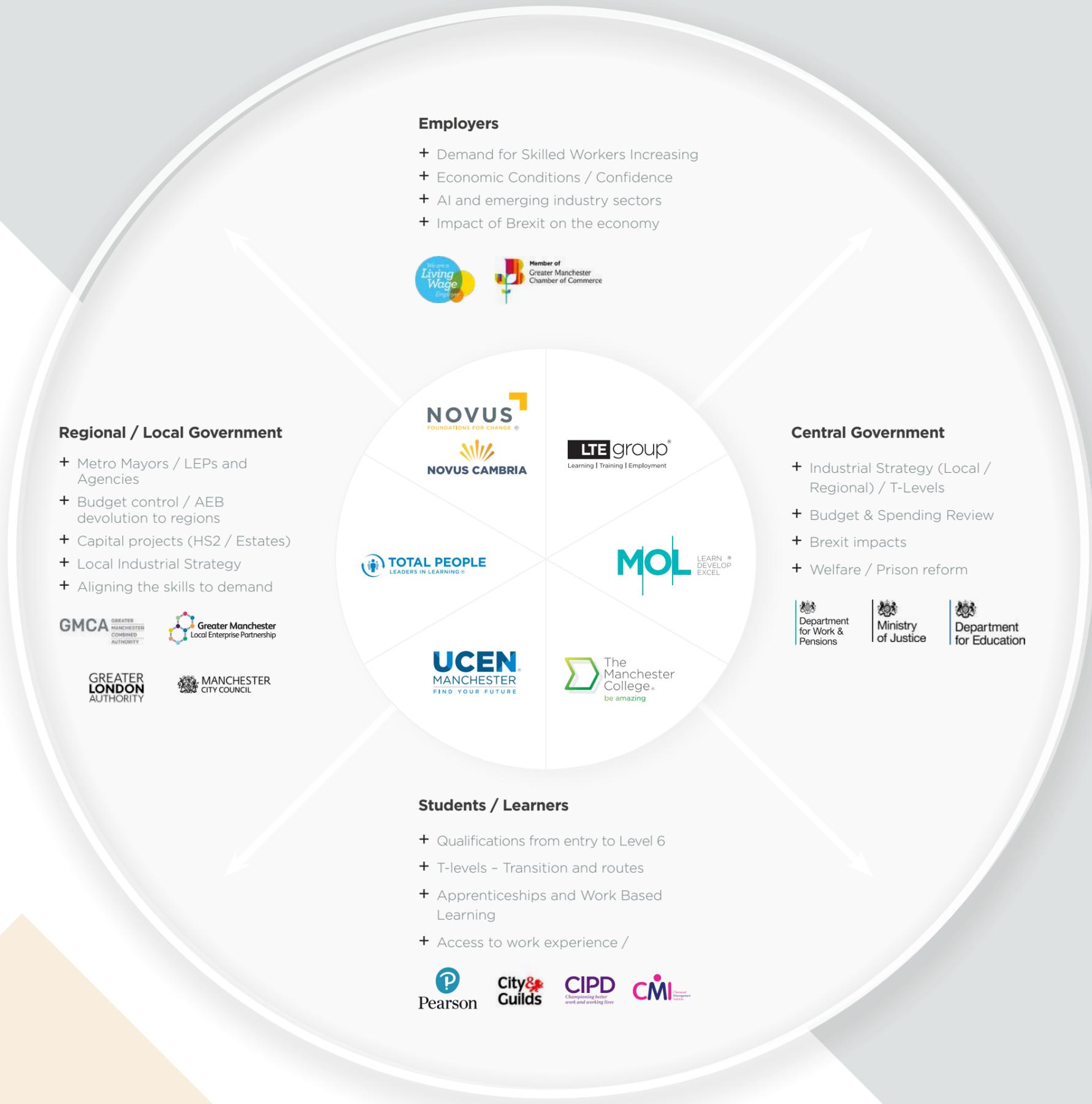
Central Government

- + Industrial Strategy (Local / Regional) / T-Levels
- + Budget & Spending Review
- + Brexit impacts
- + Welfare / Prison reform



Students / Learners

- + Qualifications from entry to Level 6
- + T-levels - Transition and routes
- + Apprenticeships and Work Based Learning
- + Access to work experience /





Single equality strategy

The scope of the strategy covers the nine 'protected characteristics' defined in law which are **age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.**

For each of the 9 protected characteristics listed the Group will:

- + Eliminate discrimination, harassment and victimisation
- + Promote equality of opportunity
- + Foster good relations between people between different groups
- + Celebrate what we have in common and capitalise on our diversity and recognise and take account of people's differences

We are committed to:

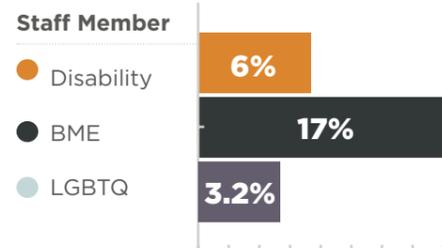
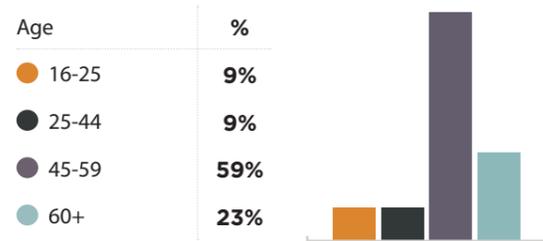
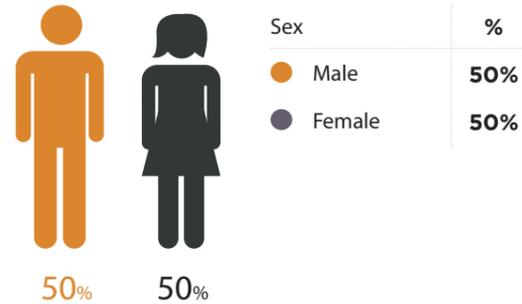
- + Clearly defining our ethos and culture
- + Constantly assessing the impact of activities within the Group to ensure they are not discriminatory and promote
- + inclusivity and equity
- + Raising awareness through regular and purposeful engagement
- + Embed and enhance inclusivity
- + Collect data and monitor to support making informed decisions

Our equality action plan

The Group's focus will be in creating:

- + Inclusive and accessible recruitment processes that anticipates and provides reasonable adjustments
- + Promoting student and staff wellbeing that proactively supports mental health
- + Student and staff inclusivity through promoting the understanding of sex and gender, challenging stereotypes and prejudices.

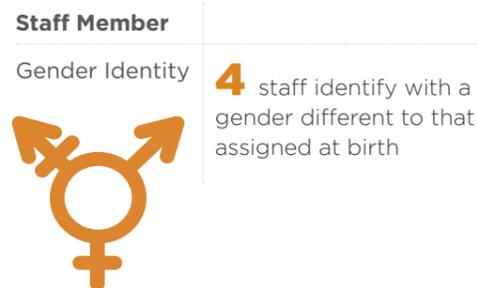
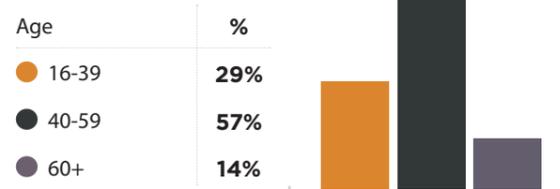
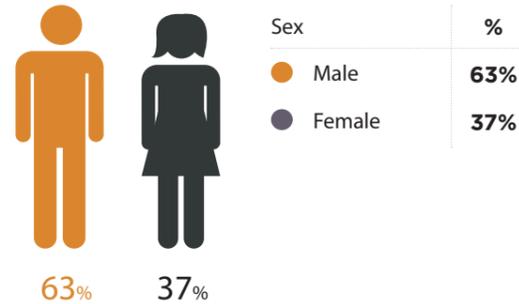
LTE Group board



LTE action Plan

- 1
Continue to ensure that there is diversity at Board level and throughout the organisation.
- 2
To ensure greater disclosure by staff with regard to their protected characteristics.
- 3
Ensure recruitment strategies target younger staff and those of BME heritage.

LTE Group staff



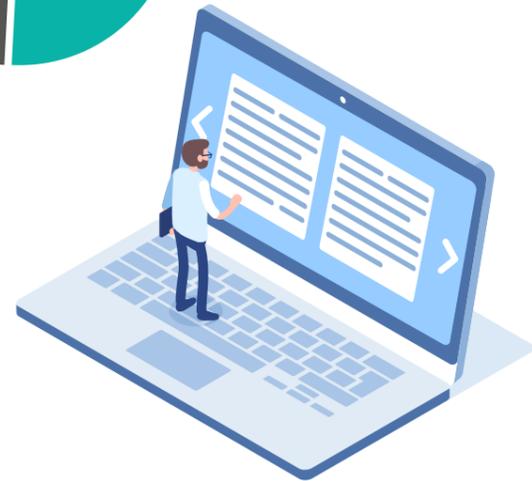
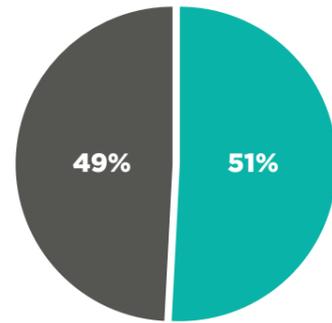
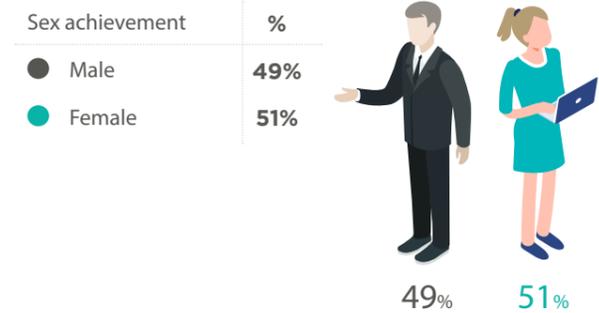
Making progress with mental health and wellbeing

The College signed the Association of Colleges (AOC) Mental health and Wellbeing Charter. The eleven point charter includes commitments to provide appropriate mental health training for staff and provide targeted individual mental health support where appropriate. As part of this initiative all colleagues across the Group were provided with the opportunity to complete a Level 1 Mental Health Awareness Course and the opportunity to express interest in becoming a Mental Health First Aider.

Equality and diversity in action across our group



MOL learners



MOL action Plan

1

Continue to sustain the rate of disclosures of the workforce when declaring a disability.

2

Gather success case studies for learners with a disability in CIPD.

3

Ensure there is a greater focus on diversity when recruiting.



Could do with having a title for this

MOL colleagues used a dress down Friday to celebrate a colleague, Roseline's, Bengali culture by experiencing wearing some of Roseline's sarees.

Leanne said

"It was a wonderful experience, how often to you get the opportunity to do this? I felt incredibly honoured to wear the saree."

The experience opened up conversations with colleagues in the team who are from other cultures and they shared wither cultural practices and values.

Thomas Wiseman

As part of an employment requirement, Thomas commenced the Level 7 Advanced Diploma in HRM with MOL. Having previously been diagnosed with severe dyslexia, Thomas needed support and extra time in order to be able to successfully complete his examinations. To accommodate Thomas's requirements MOL arranged an extra room and the use of a laptop, along with the use of a reader and a scribe. Supported throughout his studies by MOL, along with the extra support of the exam arrangements, Thomas successfully passed both two examinations on his first attempt.

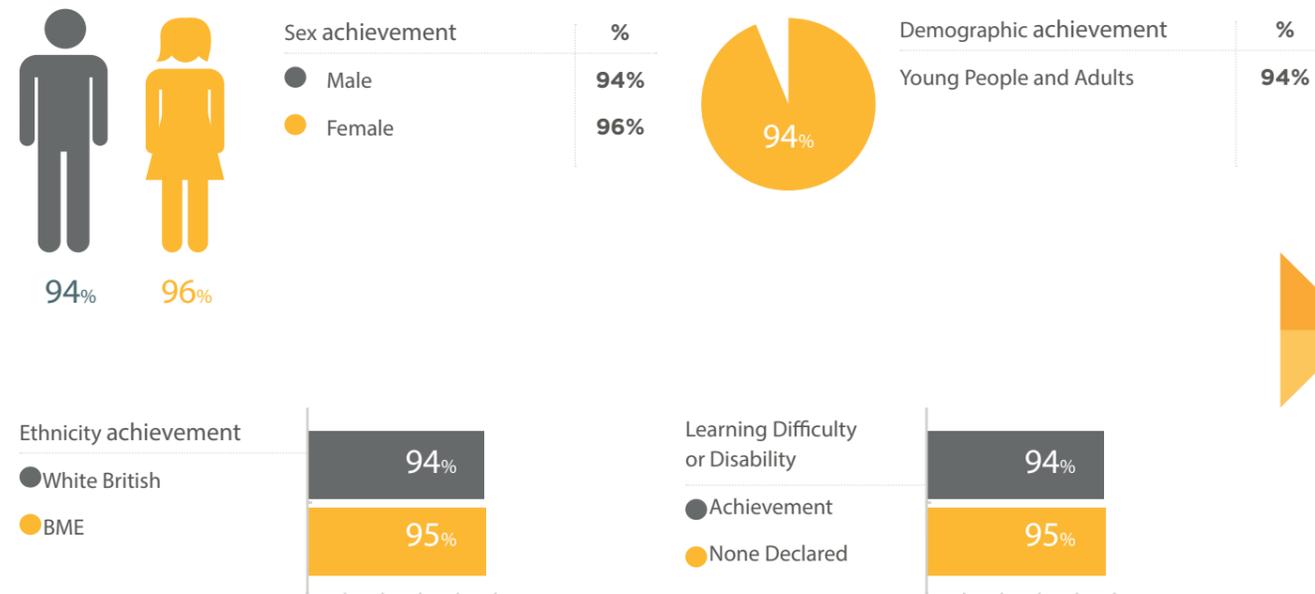
Nigel Prince

After attending his first workshop with MOL, Nigel contacted us to discuss his chronic fear of heights. MOL workshops are delivered at external venues, therefore, availability of rooms is determined by the venue and not MOL. Following a number of meetings between MOL and the venue it was agreed that all workshops which Nigel attended would be on the group floor. This support from MOL meant Nigel would be able to continue with his studies without any undue added stress.



Novus learners

Consistently no gaps in achievement between different groups of learners



Novus action plan

- 1**

Implementation of the new LDD solution across all PEF sites to support success rates for learners with a recorded learning difficulty.
- 2**

Publication of case studies to demonstrate positive support for learners or colleagues from any of the protective characteristics groups.
- 3**

Continuous review of our attraction strategy and rewards package to ensure we are an employer of choice for staff under the age of 40.

Novus education departments collaborated with HMPPS and Pride in Prison and Probation (PiPP) to create artworks to form part of the Manchester Pride Parade in 2019.

Sarah Hartley, Novus National Operational Lead for Families, said:

“As part of an employment requirement, Thomas commenced the Level 7 Advanced Diploma in HRM with MOL. Having previously been diagnosed with severe dyslexia, Thomas needed support and extra time in order to be able to successfully complete his examinations. To accommodate Thomas’s requirements MOL arranged an extra room and the use of a laptop, along with the use of a reader and a scribe. Supported throughout his studies by MOL, along with the extra support of the exam arrangements, Thomas successfully passed both two examinations on his first attempt.”



EMPOWERING WOMEN



The Novus team attended the Modernising Criminal Justice conference in London this week, where they delivered a seminar centred on the women’s estate and ‘Empowering Women’.

Mairi-Anne MacLeod, Lot Manager for Women’s Estate North, and Charlotte Taylor, North East Employment Broker, delivered the seminar. Peter Cox, Novus Managing Director, welcomed delegates with an overview of Novus, and Andy Scott, from Virgin Trains, was a guest speaker.

Mairi-Anne outlined the current landscape around women in custody and how Novus have developed a tailored female-centred approach to empower women to make positive changes. She spoke about a new ‘About You’ project being developed with Novus Deputy Education Manager at HMP Styal Nicola Murray, to build independence and resilience in women learners.

Charlotte discussed Novus partnerships with employers and shared case studies of women who were supported into work on release with employers including Greene King and Keepmoat Homes.

Andy Scott spoke about the successful partnership at HMP Styal between Novus and Virgin Trains, which has seen a number of women already find work with the company after undertaking the employability training programme.

Young Novus learners at HMYOI Wetherby were the lucky recipients of an inspiring session from Invictus and Commonwealth Games athlete, Sean Gaffney.

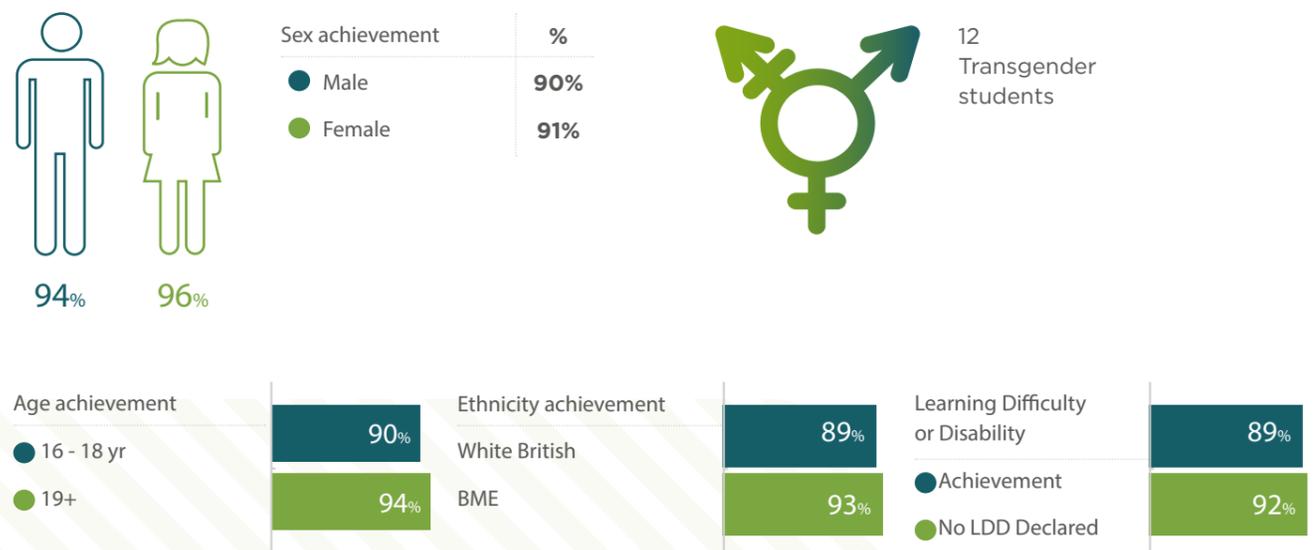
Sean has overcome considerable hardship in his life. Whilst serving in the Royal Navy he lost a leg in a training accident, resulting in significant changes in lifestyle.

Sean spoke to Novus learners about the power that a positive mind-set can have for anyone who has an ambition to achieve their goals.



The Manchester College learners

Consistently no gaps in achievement between different groups of learners



The Manchester College action plan

- 1 Improve the achievement of students from a white British background.
- 2 Improve the achievement of 16-18 year old students on Level 2 qualifications especially.

Learner Success Story

Students on the Routes to Community, Learning, Skills and Employment courses at The Manchester College learned key employability skills during a charity event in aid of 'Hearing Dogs for Deaf People'.

The event took place at the Cube Café, at Openshaw campus, where students sold homemade cakes, hot drinks and raffle tickets.

Chris Higham, SEND Support Practitioner, and Learning Support, said: "Not only did they have fun but also gained invaluable employability and entrepreneurial skills which they can take forward into their next work placement."



The college featured in FE Week: Supported internships are a success story for young people with SEND - FE Week

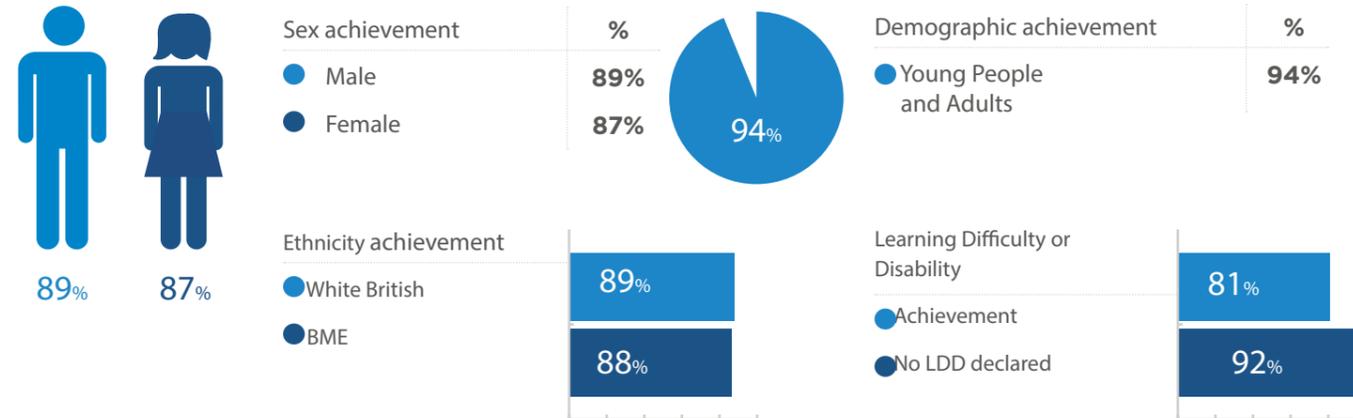
"The Manchester College was amongst the first in the country to introduce the supported internship model and it set the bar high from the outset. They have 51 interns this year, working with large and small employers. Their provision has grown rapidly and The Manchester College team support 88 per cent of the interns into paid employment each year"

The College signed the Association of Colleges (AOC) Mental health and Wellbeing Charter.

The eleven point charter includes commitments to provide appropriate mental health training for staff and provide targeted individual mental health support where appropriate. As part of this initiative all colleagues across the Group were provided with the opportunity to complete a Level 1 Mental Health Awareness Course and the opportunity to express interest in becoming a Mental Health First Aider.

UCEN Manchester learners

Consistently no gaps in achievement between different groups of learners



UCEN Manchester action plan



Industry publication **The Stage** has featured a decision by nationally acclaimed **The Arden School of Theatre**, part of UCEN Manchester, to waive its £45 audition fees.

The Arden has scrapped fees for four of its BA (Hons) Degree programmes - Acting for Live and Recorded Media; Dance and Performance; Musical Theatre, and Theatre and Performance - in a bid to make its courses more accessible to people from all backgrounds.

Robert Owen, Head of The Arden, said: "Audition fees can be really expensive for prospective students who already have to pay their travel and expenses. Here at The Arden, we are continuously striving to make the arts accessible to all."

Michael Walsh, Dean of UCEN Manchester, said: "As an inclusive provider of higher education, we believe that everybody should have the opportunity to pursue their ambitions and income shouldn't be a factor in that."

"Audition fees are clearly a barrier to some people and it just felt like the right time for us to do something about that and maybe set a bit of an example to others."

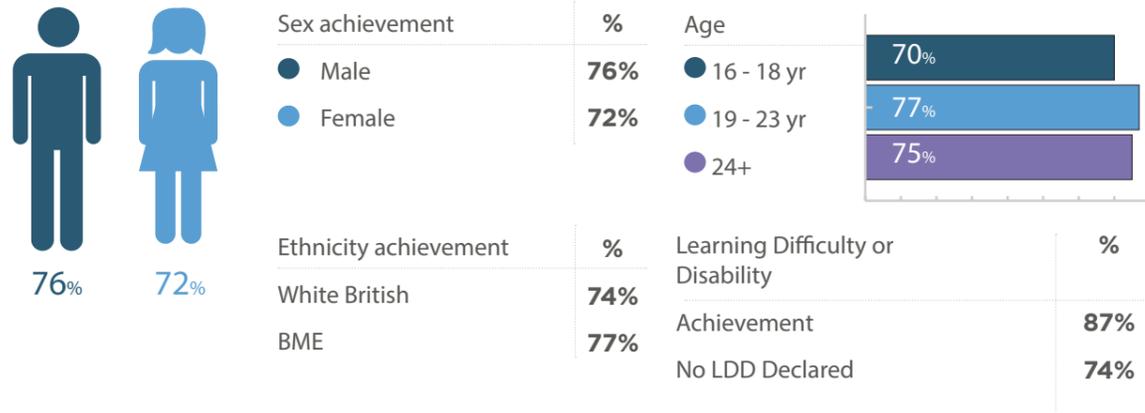
"Some hugely talented people from all backgrounds come through our doors, have a wonderful experience and achieve some fantastic results. We believe this will allow us to welcome even more people in the future."

"We haven't taken a long-term decision regarding the audition fees as circumstances can obviously change, however we feel this is absolutely the right decision at this moment in time and certainly have no plans to reintroduce them for the foreseeable future."

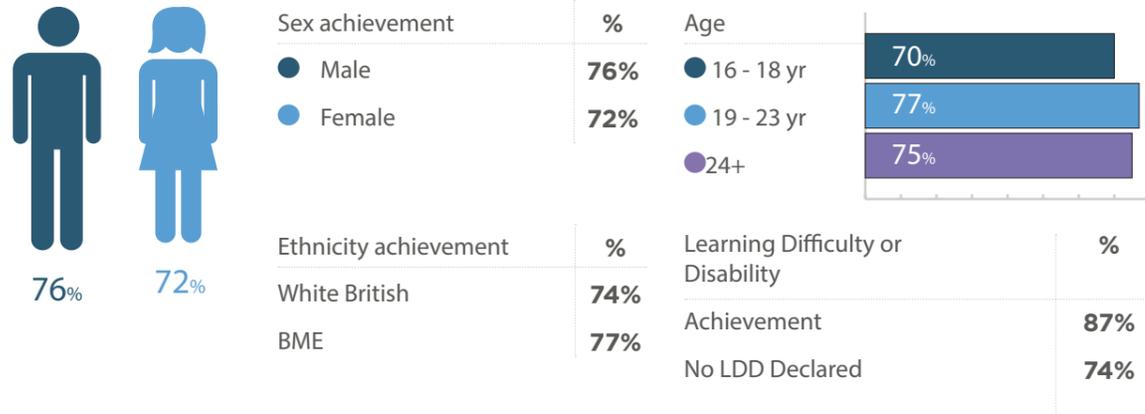
Total People learners

Consistently no gaps in achievement between different groups of learners

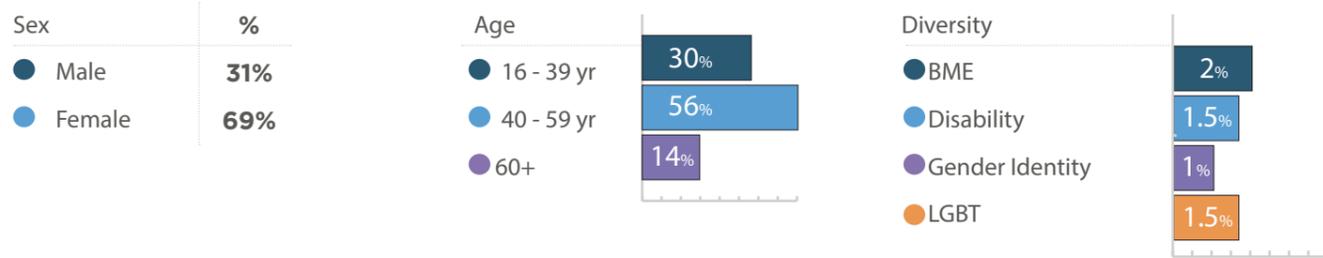
Study programmes



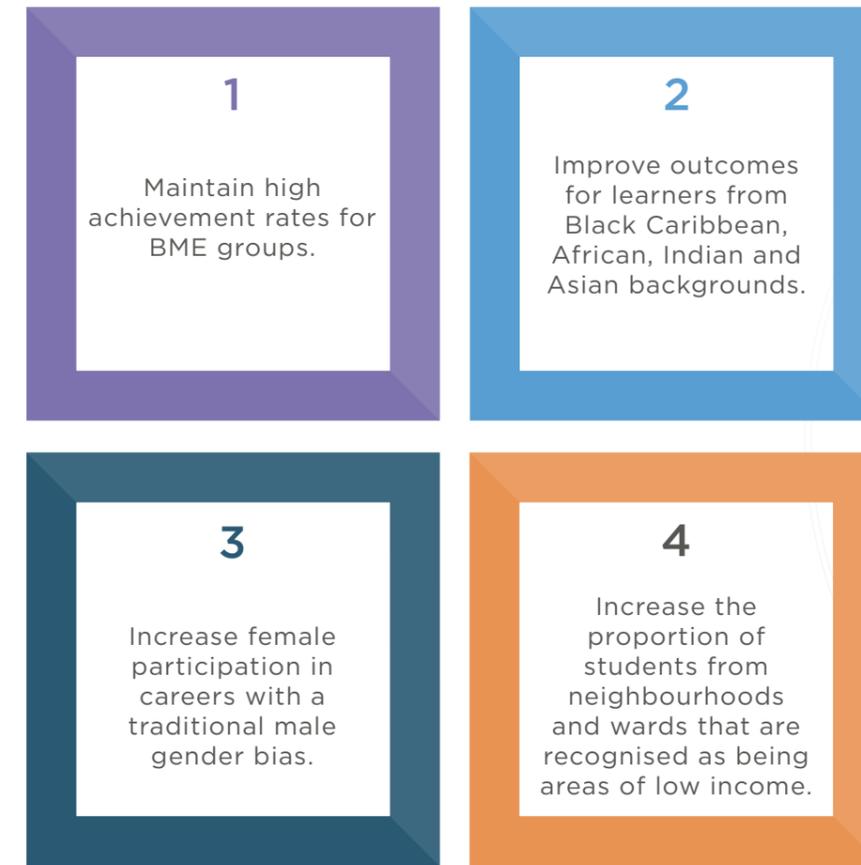
Apprenticeships



Staff



Total People action plan



Learner Success Story



Elliot Ainley, joined Total People on a Supported Internship and is the first learner from this programme to achieve a Level 2 Customer Service qualification. Elliot participated in two placements travelling some distance to get there and was supported throughout by dedicated colleagues who share his pride in his success.



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