

Equality Objectives Report

Oldham Lifelong Learning Service

24th June 2019

Introduction

Oldham Lifelong Learning Service is committed to delivering excellent service to learners, whilst continuously improving the way we promote equality and celebrate diversity.

As part of our on going commitment, we collect relevant equality information about our learners. This information helps us to understand if we are meeting learner needs and how we can improve the services we offer.

The Equality Act 2010 replaced previous anti-discriminatory laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with. It also strengthened the law in important ways, in order to help tackle discrimination and inequality. (Source: “*Equality Act 2010: Specific duties to support the equality duty....*” Government Equalities Office)

The specific duties of the Equality Act 2010 require the Service, as an Educational Provider, to publish information showing compliance with the Equality Duty, at least annually; and to set and publish equality objectives, at least every four years.

This document publishes information which demonstrates that the Service has due regard to the need to:-

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

As per the Equality Act 2010 we will focus on persons who share a relevant protected characteristic. In terms of the Equality Act, these characteristics are: **Age, Disability, Gender Reassignment, Pregnancy and Maternity, Ethnicity, Religion or Belief, Gender, and Sexual Orientation**. The protected characteristic of marriage and civil partnership is not included in the education duties of the Act.

This summary provides information on the objectives of the Service’s Equality Scheme. These objectives are aligned with the overall strategic objectives of the Service.

If you have any questions or comments about Oldham Lifelong Learning Service and equality and diversity please contact:

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2 The Service

Oldham Lifelong Learning Service is a direct deliverer of post-19 learning opportunities. The Local Authority is committed to providing learning in the most appropriate and convenient locations for learners.

Mission

To deliver high quality, accessible local learning opportunities which enable adults to realise their potential and gain employment by developing their confidence, creativity, knowledge and skills.

Objectives

Objective 1

To provide a relevant and flexibly delivered curriculum as a foundation for lifelong learning to meet the needs of the target groups and to encourage non-participating adults to return to learning and gain employment.

Objective 2

To maintain the Service's commitment to quality assurance and continuous improvement in order to deliver a high quality service to learners.

Objective 3

To develop further collaborative partnerships with the statutory sector, voluntary agencies and local communities to ensure coherent provision and progression for users of the service.

Objective 4

To consult learners, partners and local communities to ensure provision is responsive and meets identified needs.

Objective 5

To ensure that staff deliver high quality teaching and learning and provide stimulating and challenging opportunities for all learners.

Objective 6

To promote the Lifelong Learning Service ensuring that information, advice and guidance, marketing and publicity are relevant and accessible to all learners.

Objective 7

To ensure the delivery of a high quality, responsive and accessible service by the provision of appropriate resources.

Policies and Procedures

The Service operates a comprehensive range of policies and procedures including Equal Opportunity & Diversity, Harassment & Bullying, Safeguarding and Complaints. In addition, the Service assesses the equality impact of all decisions and policies regarding the services they offer.

Equality Objectives 2019-2023

Our Equality duty

Oldham Lifelong Learning Service strives to:

1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations between people who share a protected characteristic and people who do not share it.

In meeting our legal obligations under the Equality Act 2010 the Service publishes by January every year, information in respect of our achievements for the past year. In April 2015, the Service published objectives that enabled it to enhance equality of opportunity for all. These objectives have been reviewed and a set of objectives for 2019-2023 have been developed.

Engagement and Involvement

In developing these objectives, the Service engaged and consulted with all managers of the Service, all staff and learners via an open consultation on Moodle. In addition, the service completed group consultation sessions with learners in a cross section of classes and with a cross section of staff at a range of dedicated meetings. The Service also sought views from a range of partners. The outcome of the consultation has influenced our final decision on the agreed objectives.

Based on the data collected our agreed objectives for 2019 – 2023 are to:

Equality Duty	Objective 1	Actions
1, 2, 3	Develop, maintain and support a range of courses that meet the changing needs of our community.	Actively seek views of learners and local community: <ul style="list-style-type: none"> - Engage learners via learner voice, evaluation surveys and consultation - Consult with partners and district teams - Consult with GMCA in respect of the grant funded allocation we will receive from August 2019 to ensure that provision offered meets their guidelines (requirements) - Review of provision to inform Curriculum Planning - Consult and inform learners, staff, elected members in respect of the provision we will offer from August 2019 to meet the changing needs of our community

Equality Duty	Objective 2	Actions
1,2,3	Lifelong Learning will use its monitoring data to assess the impact and effectiveness of its activities in order to eliminate discrimination , enhance equality of opportunity and foster good relations between differing groups .	<ul style="list-style-type: none"> - Monitor participation rates to ensure they are in line with the local community and national averages - Work towards Service equality targets - Monitor progress against targets and address any issues - Share strategies that have been effective in attracting under-represented groups across the Service - Make sure that all learners achieve in line with their peers - Identify and address any variances to narrow gaps - Monitor Service user evaluations, compliments and complaints - Publish equality data report annually - Consult with learners to explore the possibility of extending our data capture of learner details to include all protected characteristics - If decision is to extend our data capture, work with Learner Systems team to develop systems and timescales for capturing the additional data - Analyse 17/18 Staff Individualised Record (SIR) data and submit SIR data for 18-19 in September 2019.

Equality Duty	Objective 3	Actions
1,2,3	Continue to help staff, learners and partners understand what they need to do to make the Service welcoming , ensure all activities are safe and fair and to actively promote equality and wellbeing thus enabling the advancement of all parties.	<ul style="list-style-type: none"> - Review and update policies, procedures and handbooks regularly - Train staff in relevant Respect and Safeguarding agendas - Promote and embed Equality and Diversity - Monitor effectiveness of implementation of policies and procedures via Observation of teaching, learning and assessment, PPF Appraisals, 1-1s, class visits, Learning Walks, evaluations, surveys and audits. - Monitor compliments and complaints, addressing any issues promptly - Improve the quality of embedding in Teaching Learning and Assessment by: <ul style="list-style-type: none"> o Providing all staff with support training on how to embed Equality and Diversity effectively o Training to be refreshed regularly o Sharing good practice o Increasing awareness of equality themes and the celebration of diversity through an annual calendar of events o Monitoring the quality of embedding via Observation of teaching, learning and assessment, class visits and Learning Walks o Implementing an effective learner induction which includes Equality and Diversity and Safeguarding o Ensuring the Service has adequate and appropriate Equality and Diversity policies in place to embed inclusive practice o Health and Safety training and monitoring including risk assessments to ensure staff, learners and partner activities are safe and fair o Learner and staff one to one reviews to ensure equality and well being is promoted