

Peer Review Project 2013:

Embedding equality in community teaching and learning through observation frameworks



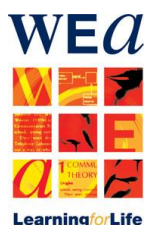
- Project outline:** **Embedding equality in community teaching and learning through observation frameworks**
- Lead partner:** Workers' Educational Association (WEA) East Midlands Region
- Other partners:** Leicester City Council Adult Skills and Learning Service
Nottinghamshire County Council ACL Service
Derbyshire Adult and Community Education Service
- Project category:** Embedding Equality in Teaching and Learning

Summary of outcomes:

- Critically review current OTL frameworks and processes from an equality perspective
- Build the skills, capacity and confidence of:

Observers - to critically assess equality practice in observations and to support tutors in embedding equality in teaching and learning practice

Tutors - in embedding equality into their teaching and learning practice through feedback from observations and further support



How will this work improve provider practice in the future?

At an organisation level the project has resulted in changes to practice within all organisations' quality systems. The project has allowed all organisations to take time to reflect on current practice and identify gaps. Some of these are significant and for some it has highlighted small amendments and changes that can be made. For example both Nottinghamshire ACLS and the WEA will be adapting their tutor checklists used within the OTL process. As a direct result of this project, the WEA is moving to an unannounced system of OTL's immediately.

The survey has allowed us to capture some current practice which will be circulated to all partners. At an observer level, it has allowed some observers from all organisations to come together to share practice and increase confidence. It is the intention for all organisations to develop systems further and this will involve training for all observation teams in the future.

At a tutor level, the improvements in both systems and confidence of observer teams will allow better support for tutor's in their equality and diversity practice. This is a longer term outcome of the project. Improved tutor practice will have an impact on practice within the classroom and learner outcomes.



How has partnership working enhanced this project?

The partnership within this project has greatly enhanced the project. The meeting of all partners was spent sharing practice and discussing specific issues relating to E and D practice within our classes and the challenges with assessing this through our OTL systems. All partners are at different levels of strategy and implementation in this area.



The event for observers was entitled "learning from each other" and 25 observers came together from the four partner organisations to share practice.

Experiences were shared about recent inspections and what excellent practice looks like at every stage of the learner journey. For example, initial assessment is crucial on all courses and should involve EDI questions. In terms of excellence, this should inform the planning of the course and be evidenced in SoW and session plans. For some organisations it confirmed good practice.

For others, it enabled teams to focus on improvements that need to be made. Evaluations of the event show that all attendees found the event helpful to share practice.



Key learning, tips and messages:

1. Tutors need to be able to articulate their approach to E and D in a clear and conscious way. This needs to be evidenced through teaching, learning and assessment practice
2. Improving E and D practice means it has to be embedded and captured throughout quality systems in an overt way
3. It is vital that tutors can see what excellent practice looks like, through examples of grade one schemes of work, session plans etc, but also concrete examples brought to life through film, peer observation, etc.
4. Using the learner journey to consider what outstanding E and D practice looks like is a very useful exercise
5. Include tutors in the design of systems and paperwork to be used within classes

Other information:

As part of the LSIS funding for the “Better for Everyone” project, we will be presenting our work at national events. The findings from this project will also be included in our dissemination.

[Download sample group development session plan.](#)

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Potential work extension:

We would be interested in extending the project to look at sharing practice in embedding E and D in other aspects of quality assurance and improvement such as tutor/learner induction, session planning/learning outcomes, performance management, etc. More practical solutions for tutors to demonstrate what outstanding practice looks like across curriculum areas.