

## NIACE launches new Employer Toolkit

The National Institute for Adult Continuing Education (NIACE) has launched a new Employer Toolkit which aims to support employers to develop a more inclusive Apprenticeship offer for disabled people.

The Employer Toolkit was developed through consultation with a number of employers - including Barclays Bank, Tottenham Hotspur FC, The National Theatre, Novartis PLC, Leicester City Council and Luton and Dunstable Hospital - who have hired and supported disabled apprentices.

Commissioned by the Skills Funding Agency, the toolkit provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting disabled apprentices.

The Employer Toolkit can be found at: <http://www.employer-toolkit.org.uk/>

Don't forget to book your free place at the Skills Funding Agency/NIACE Equality and Diversity Innovation Fund (EDIF) Summer 2014 Annual Dissemination Events.

[Wednesday 25 June 2014 in Newcastle-on-Tyne](#)

[Wednesday 2 July 2014 in Stratford-upon-Avon](#)

[Wednesday 9 July 2014 in London](#)

Can't wait? Check the EDIF projects out now at:

Funded by



<http://www.equalitiestoolkit.com/content/EDIF-intro>



<http://www.equalitiestoolkit.com/blog>



[#EDIFund](#)

## [One third of Britons 'admit being racially prejudiced' \(BBC\)](#)

The British Social Attitudes survey found the proportion had increased since the start of the century, returning to the level of 30 years ago. Some 30% of the 2,000 people polled by social research company NatCen described themselves as either "very" or "a little" race prejudiced.

## [Commission updates guidance for public bodies on the Human Rights Act \(EHRC\)](#)

The Equality and Human Rights Commission has published updated guidance to help public bodies understand how the Human Rights Act can help them improve public services for everyone. The guide – Human Rights: Human Lives – is aimed at people who provide services directly to the public or are involved in developing new policies and procedures. It includes specific information for sectors including central and local government, the police, schools and hospitals.

## [Stena Line docker wins homophobia unfair dismissal case \(BBC\)](#)

A Belfast dock worker sacked after reacting to homophobic abuse at work has been awarded £45,000 compensation... The company had "adopted a far too passive approach to unpleasant banter", the tribunal held.

## [School campaign on homophobic abuse launched \(Newsbeat\)](#)

The Crown Prosecution Service (CPS) has created the resource pack for teachers, which includes a lesson plan and DVD. It will involve school staff who will be encouraged to download the pack but won't be forced to make use of it. It is designed to explain the law around hate crime and encourage young people to talk about stereotypes and prejudice.

## [New poll reveals worldwide support for gay players to come out \(Guardian\)](#)

With the World Cup fast approaching a survey of football fans from around the world has revealed widespread, majority support for any international players thinking about coming out as gay.

## [Winning over Ofsted: how to become an outstanding college \(Guardian\)](#)

From restructuring the senior leadership team to linking with other colleges, a principal explains how to impress the inspectorate.

## [Lewis Hamilton: Being F1's first black driver is important \(BBC Sport\)](#)

When I first started in Formula 1, I tried to ignore the fact I was the first black guy ever to race in the sport. But, as I've got older, I've really started to appreciate the implications. It's a pretty cool feeling to be the person to knock down a barrier - just like the Williams sisters did in tennis or Tiger Woods in golf.

# Equality news – gender focus



## [Playing to type \(TES\)](#)

You wouldn't dream of pigeonholing your students according to race, but are you unconsciously forcing them into gender stereotypes?

## [Women's Business Council publishes 'One Year On' report \(Government Equalities Office\)](#)

The Women's Business Council (WBC) published its 'One Year On' report today, calling for a fundamental change in mind-set from business leaders, to help remove the final barriers to women's equality.

In June 2013, the WBC published a number of [recommendations](#) for business and government to improve opportunities for women. Since then things have been moving in the right direction. There are more women in employment than ever before, more women running their own businesses, and 4,000 more female STEM (Science, Technology, Engineering and Maths) subject graduates than in 2013.

## [WISE Jaguar Land Rover Scholarship 2014 now live](#)

"We are delighted to announce that applications are now open for the Range Rover Evoque WISE Scholarship 2014. This is the second year of an exciting collaboration between Jaguar Land Rover and WISE, offering sponsorship to young women who are starting an engineering degree course at a UK University or starting an engineering apprenticeship.

Please encourage your female students and trainees who are commencing an engineering degree course or apprenticeship this year to apply. This is a fantastic opportunity for your students and apprentices, as well as an excellent opportunity for your school to engage with this initiative and potentially receive national recognition. We would be grateful if you circulate this information to your admissions offices, teachers, careers advisors and students who would benefit from the initiative."

# Is your summer staff development sorted?

Understandably, many providers have a drive on CPD during the less frantic summer months. Don't forget we are perfectly placed to provide the support you need:

## 1. Equality Intranet Resource

Your best friend when planning any internal equality work or training. Why spend ages tracking down the relevant information when it can all be at your finger tips. (see overleaf for more details). Make the resource available to all colleagues. From only £299.

## 2. Equality e-learning for staff and learners

Sector-leading, easy roll-out, well established training. From £349. More info below.

## 3. Request a training delivery pack

We appreciate many providers like to deliver their own in-house equality training. This gives you complete control to deliver a session that is relevant to your colleagues. Whether you are looking to deliver a general awareness session or embedding equality in teaching and learning, we can provide a delivery pack. Just ask for a free session outline and we can take it from there. You are welcome to modify the materials to meet your exact needs. From just £249.

Order any equality e-learning package and get an extra term on your licence for free. This means your licence will automatically be extended from the usual 12 months to 31/07/2015. This means the sooner you get started the longer your licence period.

That's not all, order more than one package and get 25% off (the lower priced course).

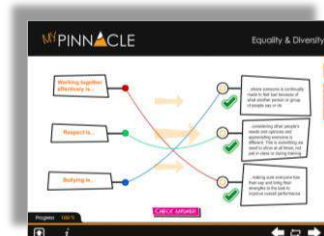
Click the links for further details:

[Staff equality e-learning \(general update\)](#)

[Embedding equality in teaching and learning](#)

[Learner equality e-learning](#)

[Request your free trial today](#)



We are proud to count the following organisations among our partners:

Sussex Downs College, Smart Training, Birmingham City College, Rotherham College, Barnsley College, Oracle Training, Doncaster GTA Ltd, Bishop Burton College, Birkenhead Sixth Form College, KGV College Southport, Northumberland College, GP Training Strategies, Croydon College, Humber Learning Consortium, Tameside College, North Lindsey College, Hills Road College, TTE Training, Teaching and Learning Group, HYA Training, Grimsby Institute, Hertford Regional College, Stratford-upon-Avon College, St Elizabeth's College, Forster Community College, North East Chamber of Commerce, Community Learning in Partnership, South and City College Birmingham, Community Learning Lincolnshire, McArthur Dean Training, Southend Adult Community College, Skills for Health, Ealing Hammersmith and West London College, ITS Training Ltd, YH Training...

# Embedding equality intranet resource



## This edition includes:

- Sections dedicated to legislation, inspection, inclusive learning and embedding
- Recent project good practice
- Latest Ofsted good practice guidance
- Equality audit tool based on CIF 2012
- A range of activities for learners /staff

Embedding equality in everything we do is an ongoing challenge. This features prominently in every Ofsted inspection and is key to delivering provision appropriate for all of your learners.

There is a wealth of guidance out there but accessing this and take advantage of it can be difficult. The Embedding Equality Intranet Resource brings it all together in a neat package.

**Try it for FREE!** You can download a 45-page sample of this resource. Simply click the link below.

[Sample \(make take a few seconds to appear\)](#)

# Planning ahead...

## Interfaith Day – Sunday, 22<sup>nd</sup> June

Interfaith Day is an opportunity for all who value spirituality in their lives to connect and unite in a wish for a more peaceful, just and sustainable world.

## Gay Pride Events - Summer, 2014

A Gay Pride Event is being held somewhere in the UK every weekend over the summer months. These occasions celebrate sexuality and gender identity diversity and raise awareness of the fact that discrimination and harassment of lesbian, gay, bisexual and trans people is still happening today.

Pride schedule available at [www.pinkuk.com](http://www.pinkuk.com)

## World Population Day – Friday, 11th July

A day to celebrate our common humanity and diversity. World Population Day reaffirms the human right to plan for a family. It encourages activities, events and information to help make this right a reality throughout the world.

## International Youth Day - Tuesday 12th August

Raises the profile of issues our young people are facing. In the UK there has been much debate on the impact of new equality legislation on the younger generation.

## International Day for the Remembrance of the Slave Trade and its Abolition – Saturday, 23th August

A tribute to the night of 22 to 23 August 1791, when the uprising of slaves took place in Sant Domingue.



Faith dates are not included in our summaries as there are simply too many. A monthly guide to multi-faith dates can be found in the Pinnacle equality calendar.

Follow us on Twitter for regular updates @AlexBaghurst [Download full equality resource guide.](#)

Tel 01472 822510 [equality@pinnacletrainingsolutions.co.uk](mailto:equality@pinnacletrainingsolutions.co.uk)



## TeachDifferent: The Diversity Programme

Louise Mycroft, Northern College, talks about their project and the benefits of the EDI programme

“Thanks to the freedoms of the Skills Funding Agency Equality and Diversity Innovation Fund (co-ordinated by NIACE), we've been able to dig down into our experience of embedding diversity in Teacher Education courses at The Northern College ([www.northern.ac.uk](http://www.northern.ac.uk)), to figure out what works. Our aim was to produce an affordable programme of CPD, which would enable educators to feel more confident about embedding diversity in their practice.

TeachDifferent: The Diversity Programme, aimed to sharpen what we thought we knew into a one-day CPD package, supported by an online community and an optional coaching project. We split off our identities-based definition of 'Diversity', from the protected characteristics approach of 'Equality', to investigate it further. Using Thinking Environment techniques ([www.timetothink.com](http://www.timetothink.com)) participants explored the diversity of their own identities, before asking themselves an incisive questions about their own practice: "If each of your learners could be completely present as themselves, what would change for them? What would change for the world?"

The EDIF money allowed us to run an action research project alongside the programme and findings are currently emerging which support our assumption that you can do a lot in one day. Participants reported examples of how their practice had been transformed, by their engagement with the project. Many also testified to how strengthened they felt as educators, having re-connected with their own identities and values. Our own organisation has begun to change, also, as we begin to think differently about what 'embedding diversity' really means.

As the final findings emerge and are written up ([www.teachnorthern.wordpress.com](http://www.teachnorthern.wordpress.com)), we're thinking about how to tell the world that there is a way to ThinkDifferent about diversity. We'd love to hear your thoughts too, so if you're anywhere near Newcastle (25th June), Stratford-upon-Avon (2nd July) or Enfield (9th July), do please come and talk to us at one of the sunshiny, cake-laden, bunting-rich EDIF events ([www.equalitiestookit.com](http://www.equalitiestookit.com))”

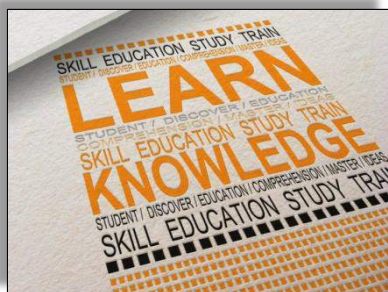
# Embedding equality – after the session

We can give a lot of consideration to things we do before or during a session in order to improve our embedding equality in teaching practice. But what about those things we can do after a session?

Here are five questions to get you started. Consider each one and decide if they are addressed effectively within your organisation:

1. Are our plans informed or inspired by previous OTLs?
2. Do we audit curriculum content to ensure a good balance of equality themes? How do we verify that delivery is meeting all of our objectives in terms of being inclusive and embedding equality?
3. What methods do we use to capture feedback in terms of how equality is covered? If feedback is telling us nothing, are we asking the right questions?
4. How well do we retain and share evidence? Maintaining an ongoing evidence portfolio will help us prepare and, perhaps more importantly, promote the sharing of ideas.
5. How do we relate to the wider learner experience in relation to equality and diversity and how does this complement and tie in with delivery?

**Good practice before, during and after the session is explored in more detail with the embedding e-learning and the 'Embedding Equality Intranet Resource 2014'. This includes examples and an innovative model to help staff focus their embedding.**



The promotion of equality in teaching and learning features prominently in every Ofsted inspection and is key to meeting requirements of the Public Sector Equality Duty. More than that, it is about getting it right for all of your learners.

[Download presentation](#)

[Download resource information](#)

[Request my free trial](#)



## Event Opportunities

### Support your staff to improve outcomes for Traineeships using friendly technology – Friday, 20<sup>th</sup> June (Nottingham)

KM Training is holding a FREE Traineeship resource dissemination in Nottingham. Traineeships are pre-apprenticeship programmes that were launched in August 2013, are still very much in the early stages of implementation nationwide. KM Training, a Derby work-based learning provider, has received funding by TSSP to create and disseminate resources to help 'Realise the Potential' of the programme. We will have speakers from AELP, Ofsted, KM Training Ltd and the workshop will include the opportunity to test out a Traineeship APP and eligibility software. Places are free and are still available. For more information or to book a place contact [kmtrainingltd@yahoo.co.uk](mailto:kmtrainingltd@yahoo.co.uk).

### Bias Hides in Open Minds - Tuesday 8 July 2014 (Nottingham)

This EMFEC workshop combines research findings and practical examples to explore unconscious bias and stereotype threat theory in the teaching and learning environment. For further details [click here](#). (Costings apply).

## Introducing Deafinitequality



- A company specialising in the development of knowledge in all areas relating to hearing loss
- Set up to encourage organisations and individual to develop positive attitudes, awareness, knowledge and relationships with those who have varied degrees of hearing loss
- Aims to achieve its objectives through the delivery of Deaf Awareness Training, Deaf Consultancy support businesses, provision of Sign Language Interpreting services and Information Technology services to ensure businesses are accessible to deaf people.
- A team of professionals that include members of the Deaf, Hard of Hearing and Hearing Community all of whom operate across our range of services
- Amongst the services offered by Deafinitequality are keynote speakers, Introduction to Basic Sign Language and many more. We operate across the United Kingdom.

For further details visit [www.deafinitequality.com](http://www.deafinitequality.com) Email: [info@deafinitequality.com](mailto:info@deafinitequality.com)