

## **Notes from the E&D Outcomes for Learners' Workshop**

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4 groups suggested ideas to evidence E&D within Ofsted's Outcomes for Learners, using the headings *Head*, *Heart* and *Hands*:

### **Head (what we can plan):**

- Proactive, not reactive
- Teach staff and learners how to challenge appropriately
- Define what E&D means within the workplace
- Be aware that different organisations need different approaches
- Include learners in committees and meetings
- Crunch data, identifying specific groups' achievements
- Plan awareness-based training for all
- Look at staffing profiles and check representation
- Involve learners in policy creation, review and evaluation for impact.

### **Heart (how we feel):**

- Be passionate – drive the agenda forward
- Model 'buy-in'
- Enjoy awareness days
- Less is more (as applied to EIAs)
- Model and promote the value of learners mentoring each other.

### **Hands (what we can do):**

- EIAs and evaluate impact
- Provide training and support
- Have disciplinary measures
- Utilise learners and staff peers in training
- Deliver inclusion (not enough to have a strategy)
- Create an E&D Calendar of Events
- Remember all festivals; e.g., pagan
- Provide learning mentors
- Use learner questionnaire findings
- Create a Diversity club.