

Learning and Skills Council (LSC) East Midlands regional Single Equality Scheme action plan 2007-2010

March 2008

Of interest to learning providers, LSC colleagues, public and private sector organisations with interests and activities relating to the skills, development and employment of young people and adults.

The LSC's vision is to ensure that, by 2010, young people and adults in England will have knowledge and skills matching the best in the world. By achieving this we will be part of a truly competitive workforce. This vision can only be achieved if we reduce the gap in attainment by people of all ages, ethnicities, genders, disabilities and those with low income and disadvantage.

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1 Introduction

1.1 The LSC published its first Single Equality Scheme (SES) in April 2007. The scheme describes in a single document how the LSC will fulfil its statutory duties to promote equality of opportunity. The scheme demonstrates the LSC's commitment to placing the promotion of Equality and Diversity at the centre of every aspect of its work. It encompasses the following policies.

- The Disability Equality Scheme (December 2006)
- The Race Equality Scheme (2005-2008)
- Equality and Diversity Strategy (2004-2007)
- Gender Equality Scheme (April 2007)

1.2 The scheme intends to meet the requirements for the race equality, disability, equality and gender equality schemes. The scheme intends to implement these requirements in an inclusive way that also takes into account employment equality regulations relating to religion and/or belief, sexual orientation, age and other relevant legislation.

1.3 The Single Equality Scheme will cover the following areas:

- Governance - the terms of reference within which the LSC's Equality and Diversity function will operate
- The alignment of Equality and Diversity priorities with national priorities
- Building action into the annual business cycle
- Building action into commissioning and procurement plans
- Impact assessment
- Performance measures of learners
- Workforce equality - LSC and providers

The scheme will be effective from April 2007 to April 2010.

1.4 The Single Equality Scheme replaces the Equality and Diversity Strategy 2004-2007 while incorporating its six priority areas:

- Leadership
- Reaching out to learners who are disengaged
- Supporting compliance
- Inclusive and personalised learning
- Working with employers
- Measuring outcomes

1.5 This document sets out the action the East Midlands will take by 29 April 2010 to implement the Single Equality Scheme using the following as a framework for action:

Our general legal duties:

- Race Relations (Amendment) Act (2001): Race Equality Duty
- Disability Discrimination Acts (1995 and 2005): Disability Equality Duty
- Equality Act (2006): Gender Equality Duty

1.6 The LSC's national priorities from 2008/09 to 2010/11 are:

Priority 1:

Stimulate demand, raise participation and achievement in learning

Priority 2:

Transform opportunities for individuals and employers through an effective supply side

Priority 3:

Deliver economic development and social justice through Skills for Jobs

East Midlands Learning Skills Council has published its commitment to an additional regional priority:

Priority 4:

Improving participation and attainment through Equality and Diversity

2 Regional context

Background

2.1 The East Midlands has 4.3 million residents. It is the third largest region in the country and encompasses the counties of:

Derbyshire

Leicestershire

Lincolnshire

Northamptonshire

Nottinghamshire

Rutland

2.2 Derbyshire

Derbyshire is a geographically and economically diverse county.

The ethnic minority population resides predominantly in Derby City and accounts for 12.6 per cent of the population. These are mainly Pakistani and Indian. There are approximately 880 supported asylum seekers in Derby, predominantly Iraqi, Kurdish and Somali.

2.3 Leicestershire

In Leicester city around 36 per cent of the population are of ethnic minority origin compared to 15 per cent for Leicestershire. Currently, the proportion of the working age population with ethnic minority origins is 50 per cent. This poses a challenge for employers in attracting a range of ethnic groups into employment sectors not traditionally associated with them.

2.4 The largest of ethnic minority groups is that of Asian origin, comprising 12 per cent of the Leicestershire population and 30 per cent of the city. Indian is the most significant of this group representing just under 26 per cent of the city's population and just over 10 per cent overall. New arrivals are also an important consideration and while groupings by heritage are important, in Leicestershire, because of the cultural diversity that exists within the Asian population, it is equally important to examine groupings by faith.

2.5 In 2003/2004 75 per cent of all 16-18 year olds participating achieved Level 2. This was the highest in the region and well above the national benchmark of 53.7 per cent, due mainly to the achievements of Asian learners.

2.6 Lincolnshire and Rutland

With a population of 680,000 Lincolnshire and Rutland is a large and sparsely populated county which has:

- Relatively high levels of youth participation and achievement
- Low levels of adult participation in learning
- Low skill levels in the workforce
- Low economic growth
- Poor communications and transport infrastructure

2.7 There has been a significant rise in the number of migrant workers from the European Union, particularly in the south of Lincolnshire, which has increased the demand for ESOL provision.

2.8 Northamptonshire

Northamptonshire is predominantly rural; 40 per cent of the population live in rural areas. Much of the county may be described as highly affluent with very high levels of employment (over 80 per cent of the working age population) and higher than average property prices. Unemployment rates are one per cent below the regional average and two per cent below the UK average.

2.9 The low unemployment rate impacts detrimentally on post-16 progression as it is relatively easy for young people to find employment.

2.10 In 2004 the number of students achieving Level 2 was 50.1 per cent against a national average of 53.7 per cent. In 2005 the figure rose to 52 per cent but the national figure rose to 57.1 per cent so despite the improvement, Northamptonshire actually slipped further behind.

2.11 The ethnic minority population is 4.9 per cent (region 6.4 per cent: national nine per cent) with wide variations between local authority wards with some having less than one per cent ethnic minority population while Castle ward in Wellingborough has over 30 per cent.

2.12 Nottinghamshire

2.13 Nottingham city is acknowledged as the seventh most deprived area in the country.

2.14 Aspley is the most deprived ward in Nottinghamshire and sits within the North Nottinghamshire constituency which has the lowest proportion of entrants to higher education in the country.

2.15 Nottinghamshire's total population stands at 1,015,498 with 5.9 per cent of ethnic minority origin. In the city the proportion of ethnic minorities rises to 15 per cent with the largest groups being Asian (6.5 per cent) and Black (4.3 per cent).

2.16 Twenty per cent of the population are recorded as having a limiting long term illness or disability compared to the national average of 17.9 per cent. 15.5 per cent of the working age population is in this category compared to 13.3 per cent nationally.

3 Key issues and challenges for learning and skills

- 3.1** The region has significant numbers of people facing disadvantage:
- Over half are facing some disadvantage in education, training and employment
 - A third fall within the mature workforce (i.e. aged 45-74 years)
 - A fifth identify themselves as having a disability
 - Seven per cent (approximately 300,000) are from an ethnic minority background
 - There is a mixed distribution across the local areas of people from a ethnic minority background
 - Asylum seekers were estimated to be more than 5,000 in 2003 and considerably more in 2006.
- 3.2** The region has a high employment rate overall, with male and female rates of employment above the national average, but areas of high unemployment and low economic activity still exist within:
- The three cities of Derby, Leicester and Nottingham
 - The former coalfields of Nottinghamshire and Derbyshire
 - Corby, Northampton, Wellingborough and Kettering (Northamptonshire).
- 3.3** In education, 'Asian' heritage pupils (particularly those of Indian origin) tend to achieve better at GCSE than 'white' pupils regardless of area. 'Mixed race' heritage groups are underachieving both in school and in post-16 destinations. 'White' heritage males tend to under-perform and 'White' heritage females, while performing well in school and post-16 destinations, start to under-perform once they have entered the labour market.
- 3.4** The average weekly income in the region is £386.
- Mature workers - £288
 - Ethnic minorities - £269
 - Disabled - £269
- 3.5** As the proportion of mature workers and ethnic minorities working full and part-time are very similar to that of the general population, the difference in earnings may be due to lower hourly rates of pay.
- 3.6** Ethnic minorities are almost twice as likely as either mature workers or disabled people to have:
- Looked for a job recently
 - Sought re-training to do a different job
 - Self-funded re-training.
- 3.7** With major retail developments of the Shires (Leicestershire) and Broadmarsh (Nottinghamshire) shopping centres and house building (Northamptonshire) it is essential to ensure that the most deprived communities in the cities benefit from all the developments, not just in terms of the physical regeneration but in terms of better training and employment opportunities.

4 Ethnicity

- 4.1** The ethnic minority population varies considerably:
- Lincolnshire - one per cent
 - Northamptonshire - five per cent
 - Derbyshire - four per cent (Derby City - 13 per cent)
 - Nottinghamshire - six per cent (Nottingham City - 15 per cent)
 - Leicestershire - 15 per cent (Leicester City - 36 per cent).
- 4.2** Most ethnic minorities in the region are of 'Asian' origin, particularly Indian. There is also an increasing representation of other ethnicities including Eastern European, Middle Eastern, North African and Far Eastern.

5 Age

- 5.1** Despite the younger age profile within the cities of Derby, Leicester and Nottingham, population forecasts suggest that up to 2028, the proportion of those aged over 60 will increase while the numbers of younger age groups will remain static.
- 5.2** There will be declining numbers of young people entering the workforce beyond 2010 and some of them will also delay entry to the labour market while they study longer in both post-16 and higher education. This, coupled with the ageing population, presents the following challenges:
- There will need to be more support and opportunity for older workers to maintain and acquire new skills and qualifications
 - The region will need to look beyond the current workforce to maintain and increase labour supply for the future. For example, moving people from benefits or attracting new migrants
 - Influencing younger people to continue residing within their local areas, thereby contributing to local economic activity.

6 Disability

- 6.1** Anything we develop will be linked to and/or take into account priorities outlined within the LSC's Learning for Living and Work strategy.
- 6.2** The highest proportion of statemented school pupils in the East Midlands has behavioural, emotional and social difficulties or moderate learning difficulties. This will have implications for the support needed in post-16 education and on entering employment.
- 6.3** Although overall the proportion of statemented pupils showed a slight reduction between 2005 (2.7 per cent) and 2006 (2.6 per cent), an upward trend for those with hearing and visual impairment, multiple disabilities and other medical conditions has been identified.
- 6.4** The Annual Population Survey, (2005) reported that 19.4 per cent of the region's working age population are disabled.

7 Strategic partners

- 7.1** Providers will be key partners in implementing this action plan by securing action for Equality and Diversity through their own plans.
- 7.2** External key partners for planning learning and skills are:
- Commission for Equality and Human Rights
 - East Midlands Development Agency (EMDA)
 - Government Office, East Midlands (GOEM)
 - Jobcentre Plus
 - Higher Education Funding Council
 - UFI (University for Industry (Learn Direct))
 - Sector Skills Councils
 - Local Authorities
 - Regional Quality Improvement Partnership
 - The Voluntary Sector
 - The Interfaith Sector
 - The Private Sector.
- 7.3** Internally we will work with our partnership teams, planning and performance, skills group and procurement/external contracting teams.
- 7.4** Improving performance of the system:
- Lifelong Learning UK (sector skills council responsible for the professional development of all those working in ACL, FE, HE and WBL)
 - Quality Improvement Agency (QIA) (works towards raising standards in the learning and skills sector)
 - Department for Innovation, Universities and Skills (DIUS).

8 East Midlands LSC action plan

- 8.1** The East Midlands Regional action plan, (referred to as the plan) for Equality and Diversity allows the implementation of the single equality scheme at a regional level. The implementation plan for the East Midlands regional action plan can be seen at Appendix 1.
- 8.2** The plan will be delivered through multi-agency partnerships working together, meeting the skills needs of the region. The success of this plan will depend on collaborative working relationships, internally within the LSC, and externally, with our partners.
- 8.3** The plan will evolve over time and will be monitored on a quarterly basis and be amended to reflect any changes to national and regional priorities at the end of years one, two and three.
- 8.4** The plan has been developed to integrate Equality and Diversity within our annual business cycle.
- 8.5** Regional strategic analysis, planning and commissioning and the work of partnership teams with providers will be essential components to the successful implementation of this plan.

9 Equality impact assessment of LSC policies

- 9.1** Impact assessment is a thorough and systematic analysis of a policy or practice, provision or criterion to ascertain whether it has a differential impact on identifiable groups of people.
- 9.2** Any papers drawn up at national, regional or local level relating to a decision will be required to have a policy statement relating to Equality and Diversity and another relating to the impact assessment of that decision.
- 9.3** Policy specific to the East Midlands will be 'Equality Impact Assessed' by a designated member of staff. Since most policies are developed nationally, most equality impact assessments will be led nationally.

10 Regional Equality and Diversity Impact Measures (EDIMs)

- 10.1** Our aims in setting 'EDIMs' are to:
- Provide high level impact measures that will enable the progress of parts of our plan to be judged
 - Link EDIMS for learning and skills to our Public Service Agreement (PSA) targets
 - Set diversity targets for the composition of the LSC East Midlands workforce
 - Set diversity targets for the composition of the LSC provider East Midlands workforce.
- 10.2** The East Midlands strategic analysis is under way to determine the performance of the region and form the basis of the regional commissioning plan for 2008/2009. Equality and diversity will feature in greater detail in this analysis and will identify the range of learners contributing to PSA targets by gender, age, disability, ethnicity and disadvantage.
- 10.3** The following EDIMS have been identified as regional priorities from the East Midlands regional reporting platform. EDIMS will be contextualised at provider level.

DATA	
FE	Reduce ethnicity unknown from 3.3% (11,988 learners) to under 1%
FE	Reduce disability unknown from 10% (36,762 learners) to 5%
GENDER	
FE	Increase male participation from 40% to 49%
ETHNICITY	
FE	Raise ethnic minority success rates from 68% to 73%
WBL	Raise ethnic minority participation from 3.6% to 7%
WBL	Raise ethnic minority success rates from 57% to 61%
DISABILITY	
FE	Increase LLDD participation from 9% to 15%
WBL	Increase LLDD participation from 6.7% to 13.4% (extra 125 learners)

11 Outcomes

11.1 Our regional EDIMs are linked to LSC Public Service Agreement (PSA) targets.

11.2 We recognise that:

- Improvement in Equality and Diversity is often identified through qualitative, rather than quantitative, measures. For this reason, it can be difficult to identify and measure key performance indicators (outcomes) in a clear way. We will, however, review the ongoing impact of our interventions regularly
- Many of our quantitative targets will not be measurable within the current academic year
- Our national commitment to review our single equality scheme annually will contribute towards reviewing the success of our action plan regionally.

11.3 For these reasons it is important to exemplify, in different ways, what we aim to achieve by delivering the activities in this plan. East Midlands LSC expects to achieve the following outcomes:

By April 2008:

- Regional Commissioning Plan reflects regional demographics and equality and diversity priorities
- Equality and diversity priorities identified for each partnership team area by March 2008
- Increased number of providers with single equality schemes
- Ensure providers have evidence of their response to the public duties (race, gender and disability)
- Provider self-assessments include evidence of compliance with Equality and Diversity legislation
- Key regional weaknesses in Equality and Diversity arrangements across LSC-funded provision identified
- Equality and diversity champion appointed to LSC regional council
- Support the implementation of national LSC procurement policy and practice compliance with Equality and Diversity policies
- Appropriate consideration given to Equality and Diversity requirements in LSC procurement activity
- Increase in tender applications from Voluntary and Community Sector (VCS) and diversity groups
- At least six providers participating in the national Investors in Diversity (iD) standards

- Encouraging providers to implement REES (Race Equality Employment Standards)
- Evidence of successful strategies to improve women's access to learning and employment
- Wide representation of faiths on appropriate interfaith forums within further education and local authorities
- Review the allocation of £144,000 from 'Raising Disability Access Funding' and the impact it has on promoting Equality and Diversity throughout delivery. The allocation of 'Raising Disability Access Funding' can be found at Appendix 2.

By April 2010:

- Increase in Asian heritage learners learning at full Level 2 or above
- Increase in the number of Chinese heritage learners learning at full Level 2
- Increase in the number of Bangladeshi heritage women learning at full Level 2
- Increase in full Level 2 success rates of LLDD learners
- Narrow the gap in success rates at full Level 2 and 3 between male and female learners
- Increase in the percentage of LLDD apprentices completing their framework
- Providers' learner cohorts reflect the communities they serve
- Train to Gain participation rates reflect ethnic minority population profiles.

12 Review and monitoring

12.1 Progress against the plan will be monitored regularly by the regional Equality and Diversity manager.

12.2 An annual update and report will be given to the LSC regional management team and the regional Equality and Diversity discussion group.

12.3 Reviews will include progress against our regional Equality and Diversity impact measures, and the outcomes listed.

13 How the plan will be monitored

13.1 Monitoring the East Midlands Equality and Diversity action plan.

13.2 The action plan will be monitored to assess the impact it is having through the following mechanisms:

- Regional Management Team
- Regional Equality and Diversity discussion group.

13.3 The Equality and Diversity manager will network with different organisations and sectors working within the Equality and Diversity field (for example, the Equality and Human Rights Commission, regional inclusion networks and other specialist organisations such as the National Institute of Adult and Continuing Education (NIACE).

Internal networks	Representation	Frequency	Purpose
Regional Equality and Diversity discussion group	LSC Regional Director (Chair) Karen Johnson Francis Lawlor Donna Weston Paul Williamson External Alan Charles Milton Crossdale Ann Height Maureen O Callaghan Les Price Alan Robinson Ken Spencer Sheila Sturgeon Ian Watts	Quarterly	Review and evaluate progress against the plan Report good practice Inform strategic analysis Advise on annual updates
Regional Management Team	Regional directors and area directors	Twice yearly	Responsible for annual review and assessment of performance and impact. Annual review to be reported back to the regional board and the national director for Equality and Diversity
External networks	Representation	Frequency	Purpose
East Midlands regional Equality and Diversity strategic development group (under formation, facilitated by the LSC)	Strategic stakeholders LSC EMDA CEHR GOEM local authorities (including children's services) uniformed services voluntary sector faith sector private sector	Twice yearly	Informs East Midlands plan at a strategic level

14 Other relevant regional strategies

14.1 National Statement of Priorities

Regional Statement of Priorities

Single Equality Scheme (2007-2010)

Race Equality Scheme (2005-2008)

Disability Equality Scheme
(December 2004)

Learning for Living and Work: Improving Education and Training for Opportunities for People with Learning Difficulties and/or Disabilities (October 2006)

Improving Services for People with Mental Health Difficulties (2006)

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LSC, Leicestershire Strategic Analysis (2007)

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GE Research, Equalities in the Labour Market, Education and Training (2005)

Appendix 1

The LSC East Midlands Equality and Diversity Action Plan 2007-2010

The National Priorities

Monitored by the regional Equality and Diversity team:

Priority 1:

Stimulate demand, raise participation and achievement in learning

Priority 2:

Transform opportunities for individuals and employers through an effective supply side

Priority 3:

Deliver economic development and social justice through Skills for jobs

LSC East Midlands has one additional regional priority:

Priority 4:

Improving participation and attainment through Equality and Diversity

Lead Responsibility: Regional Director, Regional Director Learning, Planning and Performance, Regional Director of Skills, Regional HR Director, Regional Director of Finance, Regional Director of Communications and Marketing.

Directorate	Priorities	Action	Lead	How	Outcomes/Outputs	Timescale
Learning Planning & Performance Directorate Planning & Performance Learning and Quality Young People's 14-19	1,2,4	Analyse baselines for levels and patterns of participation, retention & success for relevant groups across all areas of learning and link in to PSA targets Ensure that Equality and Diversity dimensions are explicit in the Regional Commissioning Plan and priorities included	Planning and Performance	Implement thorough strategic analysis, which will contain differentiated Equality and Diversity characteristics and further develop the Equality and Diversity dimensions of the reporting platform Carry out an equality impact assessment of the Regional Commissioning Plan	Robust data informing East Midlands Regional Commissioning Plan Regional/Local Area Equality and Diversity Impact Measures (EDIMs) established The impact assessment report used to inform internal regional Equality and Diversity delivery	Annually September/Dec 2007 December 2007
	1,2,4	Develop the range of learning opportunities available to young people to maximise participation	Young People's 14-19	Key Stage 4 Engagement Programme Learner Agreement Pilot Regional NEET (Not in Education, Employment or Training) hot spot initiatives	Curriculum offer extended Percentage of learners becoming NEET reduced	2010
	1,2,3,4	Build Capacity of the FE system	Learning and Quality Supported by Area Directors	National support programme delivered around, Disability, Gender Duties and the also the Single Equality Duty Equality and Diversity practitioners EQUAL -funded Project (Equal is a European Social Fund (ESF) Community Initiative) Gather and share good practice across the FE system. Information will be gathered through partnership teams and also partners involved in delivery Build staff knowledge, expertise and skills amongst LSC partnership teams	Providers aware of statutory requirements & their implications around Disability Equality Duty, Gender Equality and Single Equality Duty Work with National Office to develop professional standards set for Equality and Diversity work as basis for building capacity Explore Regional Event to promote good practice National Office training programme delivered Single Equality Scheme road shows delivered to all partnership teams Equality and Diversity information provided allowing partnership teams the evidence to have informed dialogue with providers around the learning outcomes of learners in all areas of learning	2007 2008 March 2008 Annually March 2008 Annually
	1,2,3,4	Embed Equality and Diversity within quality assurance programmes	Learning and Quality	East Midlands Regional LSC office becoming a qualified 'Investor In Diversity (IID)' Learner voice programmes in connection with Framework for Excellence Identifying and supporting the IID accreditation of six champion organisations	Equality and Diversity integral to the quality assurance process. Accreditation of six champion organisations Progress made towards regional EDIMs	March 2009 July 2007 March 2010
	1,2,4	Use findings of research to inform policy for engaging different faith groups in learning	Learning and Quality	Work alongside Key partners such as National Interfaith Network, to understand barriers to learning particularly in relation to the NEET group	Action Research from SHM Consultancy identifying practical approaches/Case Studies used as good practice to be shared across the sector through relevant networks	March 2008
	1,2,3,4	Highlight Gender Occupational Stereotyping	LSC Lincolnshire Learning and Quality	Updating and disseminating 'break the mould' training resource package in partnership with Connexions Project developments will be delivered through the 14-19 Partnerships	Project delivered across Lincolnshire in collaboration with 14-19 Planning Groups	March 2008

Directorate	Priorities	Action	Lead	How	Outcomes/Outputs	Timescale
	3,4	Monitor FE system workforce by gender, ethnicity, disability and age	Learning & Quality	<p>Explore work force goals/guidelines in conjunction with Lifelong Learning UK that can be contextualised at provider level</p> <p>Promote the activity of the Commission for disabled staff involved in life long learning and the Age Employment Network.</p> <p>Regional event planned for March 2008 to bring together organisations demonstrating success initiatives in diversifying their workforce</p>	<p>Targets/guidance produced</p> <p>Promote activity through Regional Meetings</p> <p>Regional event in March 2008</p>	<p>January 2008</p> <p>June 2007 onwards</p> <p>March 2008</p>
<p>Skills</p> <p>Skills for Employability Strategy</p> <p>Economic Development</p> <p>Train to Gain</p> <p>Sector Skills</p>	1,2,3,4	Assure ourselves that nextstep Information, Advice and Guidance for adults responds to the needs of all groups	Strategy Supported by Learning and Quality	<p>Explore Contract specifications to include equality specifications</p> <p>Review of sub- contractors delivering IAG to establish diversity of these organisations and their capabilities of addressing the needs of a diverse adult group</p> <p>Review of client groups being targeted through IAG and cross-reference this to the local demographics</p>	<p>Provision that meets the needs of all learners</p> <p>Areas of disparities identified and actions implemented to address them</p>	2007/2008
	1,2,4	Help develop sustainable communities: work with partners to increase the skills and economic inclusion of all groups including migrant groups	Skills for Employability	<p>Continue to work with partners to deliver the following programmes and strategies:</p> <p>Welfare to Workforce</p> <p>University for Industry</p> <p>LAA (Adult and Community Learning)</p> <p>City Strategies</p> <p>City region development programmes</p> <p>Skills for Jobs</p> <p>Joint Plans with Jobcentre Plus</p> <p>Implement Skills for Life Strategy</p>	<p>Impact of strategies embedded within these programmes to target vulnerable groups is measurable</p> <p>Measures are used within future strategic analysis and inform the regional commissioning plan</p>	2008
	1,2,3,4	Influence employers to promoting Equality and Diversity and plan provision accordingly	<p>Train to Gain supported by learning and quality</p> <p>Learning and quality</p> <p>Sector skills</p>	<p>Improve skills, knowledge and expertise of Train to Gain brokers to support them to engage with a diverse range of organisations including Black Minority Ethnic employers</p> <p>Explore training resources to be used by the Network for Work Based Learning providers to engage small and medium sized employers on the Equality and Diversity agenda</p> <p>Work alongside sector skills team</p>	<p>Greater capability exists amongst the brokerage services impacting on the diversity of employers engaged in Train to Gain activity- increasing the numbers of under-represented groups engaged in learning</p> <p>Skills, knowledge and expertise amongst Work based learning provider network improved.</p> <p>Equality and Diversity awareness training delivered to employers</p> <p>Sector skills road shows</p> <p>Sector route- led pathways</p>	<p>2007/2009</p> <p>2008</p> <p>2008</p>

Directorate	Priorities	Action	Lead	How	Outcomes/Outputs	Timescale
	1,2,4	Develop the capacity of the third sector (voluntary, community and faith), particularly from minority ethnic organisations to enable them to enter and compete in the provider market	Strategy supported by learning and quality	Guidance sought from: emda's Voluntary and Community Sector platform NIACE (The National Institute of Adult Continuing Education) NVCO (The National Council for Voluntary Organisations)	Support the development an East Midlands Equality and Diversity Strategic Board	2008
Area Directors	1,2,3,4	Assure ourselves that providers give priority to Equality and Diversity	Area Directors supported by regional Learning and Quality Team	Review of Development plans and other supporting documentation Use inspection reports and provider self-assessment to identify key regional weaknesses/strengths and supporting actions required	Provider's plans Reflect local needs analysis with associated action plans Good/Outstanding providers identified to share good practice at regional event Weaknesses used to inform future capacity building activity of the FE system	Annually
	1,2,3,4	Assure ourselves that providers comply with statutory requirements in respect of their provision and services	Area Directors supported by regional Learning and Quality Team	Providers self assessment and plans Monitor compliance notices issued by the equality commissions that address organisations that deliver LSC funded provision	Review of providers self assessment reviews, Provider Annual Reviews undertaken by partnership teams	Annually
Finances and Resources Directorate	1,2,3,4	Assure ourselves that organisations delivering and LSC funded provision comply with statutory requirements	Finance	Require all suppliers to provide copies of their Equality and Diversity policies Review assessment matrix	Assurance	2008
Communications and Marketing	1,2,3,4	Develop in conjunction with internal colleagues the creation of supporting communications around Equality and Diversity	Communications and Marketing	Develop and maintain Equality and Diversity aspects of the East Midlands' intranet and internet Sustain links with National Office Equality and Diversity site and related sites. Publicise the LSC's SES provider support programme's Virtual Learning Environment (VLE)	Good practice resources identified and disseminated Good practice disseminated Improved internal and external communication Enhanced marketing	2008 2008 March 2008
Human Resources	4	To be an organisation that harnesses the talents of all, and does not tolerate any form of discrimination or harassment	HR	East Midlands HR Equality and Diversity action plan	HR Action Plan's workforce goals achieved	2010

Appendix 2

East Midlands LSC 2007-2008
Single Equality Scheme (SES)
Raising Disability Access (RDA)
funding allocation plan

Local Area	Priorities	Action	Lead	How	Outcomes/Outputs	Timescale
Derby	1, 2,3,4	Improve Provider awareness of Equality & Diversity issues for staff and learners, linked to Common Inspection Framework, leading to improved inspection grades	Kalvin Johal/Derby Partnership Team/TBG	Two workshops (targeting City and County based providers)	100 providers targeted for each workshop Improved provider Common Inspection Framework grades	March 2008
Leicester	1,2,4	Reduce the proportion of young people Not in Education, Employment or Training (NEET)	Lindsay Kelly/Leicester Partnership team/Connexions	Key worker deployed to target group in year 11 (schools and Pupil Referral Units)	NEET Groups 100 vulnerable people identified as at risk of dropping out 100 vulnerable young people to be supported to stay in learning 50 young People to complete le cap and enrol into post-16 learning	September 07 - Jul 08
Leicester	2,4	Supporting 'The Big Day', a consultation event marking 'International Day for Disabled'	Lindsay Kelly/Leicester Partnership Team/LDICN	Conference	Consulting with 100 employers and 100 disabled people	3 December 2007
Lincolnshire	1,2,3,4	'Break the Mould' project updating gender stereotyping curriculum materials to fit with 14-19 agenda	Maggie Freeman/Lincolnshire Partnership Team/Connexions		70 resource packs	March 2008
Lincolnshire	1,2,4	To Strengthen the capacity to inform and debate local Equality and Diversity issues. This will ensure that the local Equality and Diversity Impact Measures (EDIMS) are relevant and prioritised. This will further assist in the identification of , and strategies for addressing, barriers to participation	Maggie Freeman/Lincolnshire Partnership Team	Support the Lincolnshire and Rutland Equality and Diversity Strategy Group and Lincolnshire and Rutland Equality and Diversity Practitioner's Group		March 2008
Northamptonshire	1,2,4	Improve Outcomes for Learners of East European origin	Andrew Cheal/Doug Harrison/Northants Partnership Team/Treasham College	Action Research Project	Recommendations From Action Research Project	March 2008
Northamptonshire	1,2,3,4	SES - FE Exemplar Model FE college implementing SES as a FE champion	Andrew Cheal/Andrew Cheal Northants Partnership Team/Northampton College	Training involved and Toolkit produced	Exemplar model to be shared across FE sector	March 2008
Nottingham	1,2,4	Increase participation & achievement rates of female 'Gypsy, Traveller and Roma' learners	Nottingham Partnership Team/Nottingham City Council Children's Services	OCN programmes/ Action Research Project	15 women Recommendations from Action Research Project	July 2008
Regional Development	1,2,3,4	Regional E&D strategic development/delivery				
			LSC East Midlands Regional 'Investors in Diversity' proposal for accreditation	E&D Team, Quality Planning and Performance (QP&P)	EM Regional Office becoming a qualified 'Investor in Diversity' (liD)	July 2008
			Encouraging the development of E&D providers champions within liD	E&D team QP&P	Identifying and supporting the liD accreditation of six champion organisations	March 2008
			Exploring participation barriers faced by NEET young minority learners	E&D Team Q&PP/SHM	Action Research Project	March 2008

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Published by the LSC

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Publication reference LSC-P-EM-220000