

GUIDANCE ON EQUALITY & DIVERSITY FOR PLANNING DIALOGUES



Leading learning and skills

Provider Name _____ Date: _____

<p>How is the provider addressing equality and diversity issues identified through inspection, their own self-assessment and/or other sources (such as consultancy or equality audits)?</p>	
<p>Do they have their own measures for equality and diversity? What are the results of their comparisons of participation and success rates for their own learners – at least by age, gender, disability and ethnicity – and how they will make use of this information?</p>	
<p>In what way does the provider promote equality and diversity for learners?</p>	
<p>How do they :</p> <ul style="list-style-type: none"> - ensure awareness of E & D issues amongst their employees? - measure the diversity of their own workforce and take appropriate action? 	

<p>Has the provider identified the implications of recent /forthcoming equality legislation (see Annex A)? For public sector providers, what are their arrangements for publishing and updating Equality Schemes for Race, Disability and Gender?</p>	
<p>In their plans for improving employer engagement, how clearly does the provider describe how they will promote equality and diversity with the employers that they work with? What use has been made of the LSC's Race Equality in Employment standard?</p>	

ANNEX A – NEW LEGISLATION

Providers need to be fully aware of their responsibilities under new legislation regarding Equality and Diversity, including:

- The Disability Equality Duty which came into force in December 2006 whereby public bodies will be required to promote disability equality in the same way as they promote race equality under the Race Relations Amendment Act. For non-public sector Providers, compliance with the Duty would demonstrate good practice in this regard.
- Legislation on Age Discrimination which came into force in October 2006
- The Gender Equality Duty, which came into force in April 2007

Public Sector Providers are required to publish their Race Equality Scheme, Disability Equality Scheme (from December 2006), and Gender Equality Scheme (From April 2007). Many public sector organisations are developing Single Equality Schemes, which include each of the above.