

LSC NE Equality & Diversity Plan 2008-09

KEY DRIVERS

- *LSC Single Equality Scheme*
- *Regional Equality & Diversity Measures (EDIMs)*
- *NE Equality & Diversity Partnership Action Plan*
- *Machinery of Government : changes and plans*
- *Other Plans, Strategy and Policy*
- *LSC Regional Commissioning Statement*
- *LSC Annual Statement of Priorities*

REGIONAL EQUALITY AND DIVERSITY IMPACT MEASURES 2009

EDIM1: Black and Minority Ethnic learners are far less likely to be learning at full Level 2 or above than white learners (even when ESOL provision is not counted)

EDIM 2: Apprentices with a learning difficulty or disability are much less likely to complete their framework (than those without a learning difficulty or disability)

EDIM 3: 16 to 18 year olds with children are much more likely not to be in education, employment or training than those without

STRATEGIC OBJECTIVES

- 1 Identify and address inequalities in LSC funded programmes
- 2 Integrate equality and diversity into LSC and Provider activity
- 3 Promote equality and diversity in learning and skills through partners and stakeholders

PRIORITY GROUPS

- Learners with disabilities, learning difficulties or health problems
- Black and Minority Ethnic Learners
- Learners aged 50 plus
- Offenders
- Refugees

STRATEGIC ACTION PLAN

1 Identify and address inequalities in LSC funded programmes

1.1 Identify regional and local inequalities in learner participation and success rates

1.2 Challenge LSC Partnership Teams to address inequalities in their local areas

1.3 Plan and implement activities to increase the % of BME learners learning at Level 2 and above

1.4 Increase the % of LLDD apprentices completing their framework

1.5 Reduce the % of young parents not in education, employment or training

1.6 Ensure equity in participation and success rates of groups of offender learners

1.7 Review and report on the levels of participation of LLDD learners in the region

1.8 Monitor and report on the progression rates of key groups of Entry to Employment learners

1.9 Implement the recommendations of the Apprenticeship Review to address equality issues in Apprenticeships

2 Integrate equality and diversity into LSC and Provider activity

2.1 Provide appropriate E&D training opportunities for identified LSC colleagues

2.2 Further develop sustainable networking arrangements for LSC funded providers

2.3 Seek assurance that LSC providers are fulfilling their legal responsibilities for E&D

2.4 Ensure that CIA for adults responds to the needs of all groups

2.5 Embed equality and diversity in Train to Gain through the Regional Plan for Growth

2.6 Catalyse effective equality and diversity practice through the Single Equality Scheme Provider Support Programme

2.7 Include priority groups in plans and activities related to Integrating Employment and Skill

2.8 Encourage provider involvement in activities to bring about effective Community Cohesion

2.9 Develop activity to ensure E&D is addressed through 14-19 Partnerships

3 Promote equality and diversity in learning and skills through partners and stakeholders

3.1 Work with the LSC Regional Council champion to promote E&D in learning and skills

3.2 Promote the business case for a diverse workforce with employers and their representatives

3.3 Manage the implementation of our Regional Strategy for Meeting the Learning and Skills Needs of Refugees and Asylum Seekers

3.4 Work with and support VCS and BME organisations to engage priority groups

3.5 Continue activity with partners to meet the needs of older learners

3.6 Promote E&D in learning and skills through sponsorship of two NE Equality Awards

3.7 Take forward partnership working to implement an Involvement Framework for Disability Equality

3.8 Improve collaboration with identified partners to address E&D issues for LGBT learners

3.9 Ensure LSC priorities are reflected in strategy and actions of the NE Equality & Diversity Partnership and its themed groups

3.10 Take forward regional activities from LSC national Mental Health Task Group