

LSC South West (SW) Region Equality and Diversity (E&D) 2007/08

The SW regional priorities for E&D for 2007/08 focus on the need to “reduce the gap in attainment amongst people from a low income or disadvantaged background” (grant letter 2007/08) and our Annual Statement of Priorities ‘*Raising Our Game*’ which explicitly states that to “support the achievement of our PSA targets we need to promote the benefits of a diverse workforce to providers and employers”.

Priorities for 2007/08

- Support the SW region’s contribution to the Public Service Agreement (PSA) targets, as set out in the LSC Annual Statement of Priorities 2007/08, by publishing regional EDIMs for 2007/08 which are robust and are used to bring about increased opportunities for those who are disadvantaged;
- In line with regional EDIMs, providers will evaluate their own data for underrepresented groups and set targets that support local and regional targets as appropriate in their development plans for 2007/08;
- The Race Employment Equality Standard (REES), updated for action October 2006, is a framework for embedding good race equality practice into employment and human resources. We will ensure all providers are encouraged to adopt this standard;
- Set in place a regional action plan for race, gender and disability in line with the publication of the LSC Single Equality Scheme in April 2007;
- As a public sector organisation the LSC is required under the race, gender and disability duties to ensure that policy does not have an adverse effect on under represented groups. SW LSC staff will take part in Impact Assessment training so as to understand their responsibilities regarding these legislative requirements;
- All providers in scope must be Race, Disability and Gender (April 07) Equality Scheme compliant and carry out gender, race and disability impact assessments in line with each legislative duty. (Good practice - non-public sector providers are encouraged to comply with the duties);
- Build effective partnerships with external partners such as the SW Regional Development Agency (RDA) to ensure a strategic approach which will bring direction and consistency to the equality and diversity agenda with shared goals and outputs.
- Work in partnership with the National Institute for Adults Continuing Learning, National Institute for Mental Health in England and Care Services Improvement Partnership to develop, and action, a regional plan which will engage providers of post 16 education to improve the learning experience of learners with mental health difficulties.