

Lewisham College - Equality and Diversity Action Plan 2009-10

CLASS

Lewisham College is based in a disadvantaged community and has made plain its purpose in serving the needs of this community. We are committed to understanding the nature and impact of economic disadvantage and will work to reduce the barriers faced by people in south east London through high quality and equally accessible learning linked to meaningful progression pathways.

We will continue to emphasise the development of provision designed to attract those with lower expectations of success and prosperity and, with our partners, will explore new ways of working that make our provision more accessible to those with least.

Champion: Kevin Cleaver			
Priorities for 2009/12	Action Plan 2009/10	By when	By whom
<p>The identification of a champion for class and the establishment of a forum to support the development of this strand</p> <p>IMPACT: Firm base and support for the development of work on this equality strand</p>	Equality and Diversity Steering Group to identify and recruit a champion for Class Equality Strand	Nov 09	E&DSG
	Invitation to students at College Student Forum to volunteer to support the work of the Class Working	Nov 09	VPLCD
	Invitation to staff and external stakeholders (as appropriate) to establish a forum to develop work programme on class	Dec 09	Champion
<p>A secure definition of class that allows us to define it for the purposes of policy, procedure and practice improvement</p> <p>IMPACT: Clarity re basis for analysis of data and intervention to improve practice</p>	Forum to consult on and agree a definition for class to form basis for future actions	Dec 09	Class Forum
	Membership and meeting schedule for Class Forum agreed	Jan 10	Class Forum
	Publication of agreed definition and future focus of work in student and staff newsletters		Class Forum/ Marketing
<p>A fully developed plan for addressing deprivation among our learners, agreed with key partners and based on an understanding of the barriers faced by people with direct experience of deprivation</p>	Examination of learner data to identify key aspects of deprivation which impact on learners' access to learning, success and progression on to and within work	Feb 10	BSD/Registry /Class Forum

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<p>IMPACT: Clear direction and focussed activity which demonstrably improves the opportunities for and success of learners from deprived backgrounds</p>	<p>Discussion with learners to explore findings and agree priorities for action to remove barriers Liaison with external agencies e.g. JCP, YOT/Probation, CAB, regional and local voluntary sector organisations to identify most effective practice in tackling deprivation and establish network of support</p>	Feb 10	Class Forum
	<p>List of priorities for action in spring/summer 2010</p>	March 10	Class Forum
	<p>Analysis of learner profile against recognised areas of regional/local deprivation</p>	April 10	Class Forum
<p>Ongoing curriculum development activity that targets the recruitment and success of people from deprived backgrounds</p> <p>IMPACT An inclusive curriculum which provides a platform for success for all</p>	<p>Analysis of distribution of learners from deprived backgrounds across the curriculum</p>	April 10	Class Forum
	<p>Action plan to close any identified gaps in 10/11</p>	June 10	Class Forum