

Lewisham College - Equality and Diversity Action Plan 2009-10

RACE

Lewisham College recognises that learners and staff are often discriminated against because of their colour, race, ethnicity and religion. Racism is in our society and requires decisive and specific action to eradicate it.

Our core values include an explicit commitment to valuing people's differences. This commitment is central to all that we do and how we go about it. We will promote best practice in race equality and we will identify and combat discrimination and disadvantage. We will take positive action to eliminate racism and its effects. Racial harassment will not be tolerated in any area of College life.

We will continue to take positive action to encourage the recruitment and increased success of Black and minority groups of learners on all courses. We will continue to implement active anti-racist strategies which challenge racial stereotyping and promote high levels of achievement. We will continue to ensure that the curriculum addresses anti-racism and that curriculum models are personalised and focused on the social outcomes of programmes, not just the qualification. We will continue to pay particular attention to learners' needs and aspirations, to ensure that subsequent success is sustainable.

We will seek to increase the number of staff, particularly senior staff, from Black and ethnic minority groups. We recognise the contribution they can make to learners' success. We will work to secure the fullest participation of Black and ethnic minority learners and staff in College life, including the College's planning and decision-making processes.

We will listen carefully to what learners and staff from different racial groups and backgrounds tell us and act upon those views to shape our work.

Champion: Jayne Morgan			
Priorities for 2009/12	Action Plan 2009/10	By when	By whom
Close the gap in success rates for all Black and minority ethnic learners	Undertake an in depth analysis of equality gaps to research patterns in retention, achievement and success rates and devise and implement local action plans and succeed strategies to support BME learner success	March 2010	Director of Quality
IMPACT A college where the success rates for BME learners are above national benchmarks and the gap is consistently narrowing	Implement an electronic in-year course review to systematically identify all learners at risk and ensure actions for improvement are implemented and closely monitored	Oct 2009 – July 2010	Director of Quality & DoCs

Lewisham College - Equality and Diversity Action Plan 2009-10

	<p>Implement the Functional Skills strategy to raise levels of literacy, numeracy and ICT</p> <p>Further develop flexibility and personalisation within curriculum models and foster innovative personalised teaching, learning and assessment</p> <p>Present a 'liberation and inspiration' role model campaign across the college to raise aspirations</p>	<p>Nov – July 10</p> <p>July 10</p> <p>March 10</p>	<p>Director of Adult Responsive</p> <p>Director of Quality</p> <p>Learner Engagement Co-ordinator</p>
<p>Improve the levels of learner satisfaction and college experience to a Framework for Excellence 'Outstanding' rating</p> <p>IMPACT Overall increased learner satisfaction to 'good' in 2009/10 Specifically, increased learner satisfaction on '<i>Views sought on improvement</i>' from 73% to at least 80% (in long questionnaire) and from 47% to at least 70% (in short questionnaire)</p>	<p>Review and further develop the learner involvement strategy, including the success of the Edge Instead approach, and particularly improve the consistency in communicating action taken back to learners</p> <p>Utilise e-Me to gain learners views on a race equality matters</p> <p>Improve and integrate a sophisticated learner satisfaction survey within the course review system</p>	<p>Nov 09 – July 10</p> <p>Feb 10</p> <p>Dec 10</p>	<p>Head of Student Services (AMO)</p> <p>Race Equality Forum</p> <p>Director of Quality</p>
<p>Increase the profile of Black and minority ethnic staff to achieve a workforce that is representative of the local community at every level of the organisation</p> <p>IMPACT A diverse, balanced workforce where all staff feel that there is race equality and fairness in relation to employment and development opportunities</p>	<p>Review and improve existing data analysis and monitoring systems to have a better understanding of the profile of needs of staff across the college</p> <p>Review and improve recruitment procedures to attract and retain the best staff</p> <p>Improve induction and appraisal to empower staff to carry out their jobs to the best of their ability and identify their learning and developmental needs</p>	<p>Dec 09</p> <p>March 10</p> <p>March 10</p>	<p>HR</p> <p>HR</p> <p>HR & Head of Learning and Development</p>