



## EQUALITY AND DIVERSITY STRATEGY

2013-2018

# REDEFINING DIFFERENCE

Reviewed September 2017



## WHY EQUALITY AND DIVERSITY?

We are operating in a time of great change for both the people we help and their communities. This change reflects a variety of possible factors: the rapid gentrification and soaring rents in post-Olympics East London, the rising cost of living and contrasting reductions in state support, or the lower wages of those in entry-level jobs, and restricted employment opportunities.

Equality and Diversity is and has always been the driving force behind our organisation –the cornerstone of our charities' work; the motivation for our staff; and the measure of our success.

During this challenging economic climate, it is even more vital that ELATT focuses and promotes its core values of inclusion, equality and diversity for the exhilaratingly diverse communities it serves. However, promoting social and economic equality in inner London that lives and breathes so much diversity – in wealth, ethnicity, faith, belief and choice – requires a plan that takes us beyond expectations.

That is the aim of our strategy: **REDEFINING DIFFERENCE.**



## WHY ELATT?

ELATT has been transforming lives for over 30 years and we are committed to providing an outstanding service to people from the most deprived areas of London. The following examples show how we helped people in just one year between 2011-2012 when over 800 people studied at ELATT:

- Over 1,000 qualifications were gained.
- 84% of students completed their courses.
- 204 students were in paid employment by the end of their courses.
- 81% of students studied vocational IT courses with us and passed their exams, which goes against the national average of 77.5%.
- 60% of Advanced Web Design students re-entered the workforce.
- 85% of our newly arrived migrant students said that our programmes helped them integrate into British society.
- 30 refugee and migrant women got their first paid jobs in the UK.
- 33 young people (16-25 years) and adults started apprenticeships.
- 47% of students progressed into further education.
- 152 students gained experience as volunteers and on work placements. These students donated 3444 hours of volunteering time.
- 5 local businesses benefited from receiving IT network support from our IT students.
- 8 new websites for local start-up businesses were developed and implemented by our web design students through our social enterprise 260Web. Their work can be seen at: [www.260web.com/portfolio](http://www.260web.com/portfolio)
- 80% of English language students said that our courses had helped them in personal development, parenting and home life.
- Students could access our courses via 11 community venues in East London.
- 87 students with dependents received help with childcare costs.
- 5 local training providers received quality development support from ELATT.

## OUR PRIORITIES

Between 2013 and 2018 we aim to:

- Priority 1**      **Make learning accessible for young people and adults**
- Priority 2**      **Develop a culture of continuous improvement and inclusion**
- Priority 3**      **Inspire people to believe in their potential**
- Priority 4**      **Empower people and give them a voice**



## OUR TARGETS

### Priority 1      **Make learning accessible for young people and adults**

#### **We will:**

Ensure that the most marginalised people from our communities can access learning and progress in life and work.

Ensure that financial barriers – such as childcare and travel support, and access to resources – do not prevent disadvantaged groups from accessing learning.

Ensure that physical barriers do not prevent people from accessing our learning programmes.

#### **Our Actions:**

- Actively reach out to and engage the most marginalised members of our community through community, private and local authority networks in the area.
- Provide clear assessment guidelines for applicants and fair entry requirements for courses.
- Offer clear and timely curriculum information in plain English.
- Identify gaps in local provision and develop projects to meet those gaps, sourcing income from diverse sources to achieve this.
- Work with: Investland (our landlord), our funders and our donors to make our main facility at Kingsland Road fully accessible for wheel-chair users.
- Open the main site until 7 p.m. two days per week to ensure students have the opportunity to engage in additional 1:1 study.
- Ensure we deliver in locations where we are needed.
- Support our students with childcare and travel costs wherever possible, and provide a travel / pick-up service in the initial stages of programmes.
- Launch a laptop loan scheme for those without the resources to access IT and digital media from home.
- Develop a Virtual Learning Environment to help and encourage students with wider responsibilities to find the space to learn.
- Ensure that our promotional materials positively reflects the diversity of our students, their achievements, and their collective identity.
- Ensure the website is easy to navigate and access.
- Monitor and report annually on retention, achievement and overall success rates of students by gender, ethnicity and disability.

### Priority 2      **Develop a culture of continuous improvement and inclusion**

#### **We will**

Promote equality and diversity through experiential and practical activity.

Ensure learning and training is student-centred, interactive and prepares people for the real world.

### **Our Actions**

- Ensure students are safe at ELATT and amongst other students, and take immediate action whenever there is disclosure of risk.
- Train staff and volunteers in dyslexia awareness; safeguarding; supporting victims of domestic violence and sexual abuse; inclusive and interactive learning strategies; and be pro-active and comprehensive in our Prevent responsibilities.
- To train managers and delivery staff, including teachers, in the protection and inclusion of members of the LGBT community, whether students, volunteers or staff.
- To undergo an audit of consistent and inclusive practice in relation to LGBT and the wider Equalities framework.
- Provide all students with opportunities to celebrate & support success in life, work and the community.
- Use Group Profiles for each class to establish the individual support needs of each student.
- Use Schemes of Work to establish strategies to meet those specific individual and group needs, using both direct and indirect means depending on the topic and the existing awareness of the group.
- Implement the Star Outcomes Measurement Tool to measure progress against softer learning and development targets.
- Establish opportunities for meaningful cross-curriculum, enrichment and employability activities, including celebration events, trips, mentoring and 1:1 teaching support.
- Monitor and report annually on retention, achievement and overall success rates of students by gender, ethnicity and disability.

### **Priority 3 Inspire people to believe in their potential**

#### **We will:**

Support and promote Equality and Diversity beyond the protected characteristics of the Equality Act 2010<sup>1</sup> by recognising and tackling the impact of Economic status; Prior educational attainment; English and maths and digital literacy.

Ensure Equality and Diversity strategies are appropriate to the diverse communities in which we operate.

Demonstrate the value and potential of each individual through experiential learning and activities.

#### **Our Actions:**

- Recognise diversity beyond its legal application, encouraging diversity in the promotion of personal expression regardless of cultural origin.
- Make Equality and Diversity relevant, sensitive and appropriate to the diverse communities in which we work.
- Promote the inclusion and equality of all protected groups, including the LGBT community, on our courses, through Course Induction.
- Promote the inclusion and equality of all protected groups through participation in annual events including LGBT History Month (February), Refugee Week (June), Black History Month (October) and Inter-faith Week (November).
- Help students from disadvantaged backgrounds to access links and support from leading firms in the City of London and Tech City.
- Demonstrate potential through practical examples, learning with professionals and mentors in inspirational environments.
- Ensure all students have the opportunity to engage with the Professional Engagement Programme.
- Facilitate opportunities for the people we help to help others, across age, wealth, gender and digital divides, internally and externally.
- Develop partnerships that enable students to undergo professional coaching and life coaching.
- Publicise success stories and establish role models for high achievement amongst all students, including through social media.
- Promote technical IT courses to women, an under-represented group, through use of role models, case studies and female tutors.
- Work with Hackney Ways into Work and Work Programme providers to support students into employment.

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<sup>1</sup> Protected characteristics of the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation



## **Priority 4      Empower people and give them a voice**

### **We will:**

Provide a comprehensive package of services and partnerships that enable each individual to overcome their personal barriers and stand on their own two feet.

Work with local, regional and national government to represent the needs and opinions of our students at policy level.

### **Our Actions**

- Develop a partnership with a Welfare and Debt Advice specialist agency to provide this support on-site.
- Work with the East London Business Alliance, Business in the Community and through our own initiative to develop support services with firms in the City of London and Tech City.
- Work with our local MP and their parliamentary office to advocate for our students and challenge decisions at external agency level.
- Host local councillors surgery onsite to ensure our students engage with existing political infrastructure.
- Work with the Third Sector National Learning Alliance, techUK & other representative bodies to give our students a national voice.

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