

Equality Objectives Report

**Oldham Lifelong Learning Service**

6 July 2023

**Introduction**

Oldham Lifelong Learning Service is committed to delivering excellent service to learners, whilst continuously improving the way we promote equality and celebrate diversity.

As part of our ongoing commitment, we collect relevant equality information about our learners. This information helps us to understand if we are meeting learner needs and how we can improve the services we offer.

The Equality Act 2010 replaced previous anti-discriminatory laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with. It also strengthened the law in important ways, in order to help tackle discrimination and inequality. *(Source: “Equality Act 2010: Specific duties to support the equality duty….” Government Equalities Office)*

The specific duties of the Equality Act 2010 require the Service, as an Educational Provider, to publish information showing compliance with the Equality Duty, at least annually; and to set and publish equality objectives, at least every four years.

This document publishes information which demonstrates that the Service has due regard to the need to:-

* **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
* **advance equality of opportunity** between people who share a protected characteristic and people who do not share it;

 and

* **foster good relations** between people who share a protected characteristic and people who do not share it.

As per the Equality Act 2010 we will focus on persons who share a relevant protected characteristic. In terms of the Equality Act, these characteristics are: **Age, Disability, Gender Reassignment, Pregnancy and Maternity, Ethnicity, Religion or Belief, Gender, and Sexual Orientation**. The protected characteristic of marriage and civil partnership is not included in the education duties of the Act.

This summary provides information on the objectives of the Service’s Equality Scheme. These objectives are aligned with the overall strategic objectives of the Service.

If you have any questions or comments about Oldham Lifelong Learning Service and equality and diversity, please contact:

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**2 The Service**

Oldham Lifelong Learning Service is a direct deliverer of post-19 learning opportunities. The Local Authority is committed to providing learning in the most appropriate and convenient locations for learners.

**Mission**

To deliver high quality, accessible local learning opportunities which enable adults to realise their potential and gain employment by developing their confidence, creativity, knowledge and skills.

**Objectives**

 **Objective 1**

To provide a relevant and flexibly delivered curriculum as a foundation for lifelong learning to meet the needs of the target groups and to encourage non-participating adults to return to learning and gain employment.

**Objective 2**

To maintain the Service’s commitment to quality assurance and continuous improvement in order to deliver a high-quality service to learners.

**Objective 3**

To develop further collaborative partnerships with the statutory sector, voluntary agencies and local communities to ensure coherent provision and progression for users of the service.

**Objective 4**

To consult learners, partners and local communities to ensure provision is responsive and meets identified needs.

**Objective 5**

To ensure that staff deliver high quality teaching and learning and provide stimulating and challenging opportunities for all learners.

**Objective 6**

To promote the Lifelong Learning Service ensuring that information, advice and guidance, marketing and publicity are relevant and accessible to all learners.

**Objective 7**

To ensure the delivery of a high quality, responsive and accessible service by the provision of appropriate resources.

**Policies and Procedures**

The Service operates a comprehensive range of policies and procedures including Equal Opportunity & Diversity, Harassment & Bullying, Safeguarding and Complaints. In addition, the Service assesses the equality impact of all decisions and policies regarding the services they offer.

# Equality Objectives 2023-2027

**Our Equality duty**

Oldham Lifelong Learning Service strives to:

1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations between people who share a protected characteristic and people who do not share it.

In meeting our legal obligations under the Equality Act 2010 the Service publishes by January every year, information in respect of our achievements for the past year. In June 2019, the Service published four yearly objectives that enabled it to enhance equality of opportunity for all. These objectives have been reviewed for the next four years and a set of objectives for 2023-2027 have been developed.

**Engagement and Involvement**

In developing these objectives, the Service engaged and consulted with all managers of the Service, all staff and learners via an open consultation on Moodle. In addition, the service completed group consultation sessions with learners in a cross section of classes and with a cross section of staff at a range of dedicated meetings. The Service also sought views from a range of partners. The outcome of the consultation has influenced our final decision on the agreed objectives.

Based on the data collected our **agreed objectives for 2023-2027** are to:

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| **Equality Duty** | **Objective 1** | **Actions** |
| **1, 2, 3** | **Develop, deliver and support a range of courses that meet the changing needs of our community**.  | Actively seek views of learners and local community:* Engage learners via learner voice, evaluation surveys and consultation
* Consult with partners and district teams
* Follow GMCA funding rules to ensure that our grant funded provision meets their guidelines (requirements)
* Review of provision to inform Curriculum Planning
* Consult and inform learners, staff, elected members in respect of the provision we will offer from August 2023 to meet the changing needs of our community
* Curriculum planning and validation
* SAR
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| **Equality Duty** | **Objective 2** | **Actions** |
| **1,2,3** | Lifelong Learning will **monitor data** to assess the **impact** and **effectiveness** of its activities in order to **eliminate** **discrimination**, enhance **equality** and **equity** of **opportunity, ensuring** education and training is **accessible** to all Residents of Oldham | * Monitor participation rates to ensure they are in line with the local community and national averages
* Work towards Service equality targets
* Monitor progress against targets and address any issues
* Share strategies that have been effective in attracting under-represented groups across the Service
* Make sure that all learners achieve in line with their peers
* Identify and address any variances to narrow gaps
* Monitor Service user evaluations, compliments and complaints
* Publish equality data report annually
* Consult and work with learners on extending further the data capture of learner details including all protected characteristics
* Effective marketing of Events and IAG using Social media, and Moodle
* Staff newsletter
* Analyse Staff Individualised Record (SIR) data and submit SIR data.
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| **Equality Duty** | **Objective 3** | **Actions** |
| **1,2,3** | Encourage and support, a **skilled and diverse workforce** that includes **partners**, in **designing** and **delivering** a Lifelong Learning Service that is **welcoming**, **inclusive** and **tackles** **inequalities** that exist across Oldham, and ensures activities are **safe** and **fair** and **non**-**discriminatory**.  | Review and update policies, procedures and handbooks regularly * Train staff in relevant Respect and Safeguarding agendas and Values and Behaviours
* Specific training including Neurodiversity
* Tutor induction/learner induction/Council Induction/Mandatory training

Promote and embed Equality, Equity and Diversity * Monitor effectiveness of implementation of policies and procedures via Observation of teaching, learning and assessment, Appraisals, 1-1s, class visits, Learning Walks, evaluations, surveys and audits.
* Monitor compliments and complaints, addressing any issues promptly
* Improve the quality of embedding in Teaching Learning and Assessment by:
	+ Providing all staff with support training on how to embed Equality, Equity and Diversity effectively
	+ Training to be refreshed regularly
	+ Sharing good practice
	+ Increasing awareness of equality themes and the celebration of diversity
	+ Monitoring the quality of embedding via Observation of teaching, learning and assessment, class visits and Learning Walks
	+ Implementing an effective learner induction which includes Equality and Diversity and Safeguarding
	+ Ensuring the Service has adequate and appropriate Equality and Diversity policies in place to embed inclusive practice
	+ Health and Safety training and monitoring including risk assessments, joint fire plans in shared buildings, designated Safeguarding Officers to ensure staff, learners and partner activities are safe and fair
	+ Learner and staff one to one review and appraisals to ensure equality and wellbeing is promoted including EAP and Health and Wellbeing offer
	+ Curriculum targeted work with grass root communities
	+ Oldham College Partnership working
	+ Matrix accreditation
	+ Bespoke, dedicated Learning Resource/Support team
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