

Herefordshire & Worcestershire TPA Peer Review Group – Equality & Diversity

In November 2008, the Herefordshire and Worcestershire Training Providers Peer Review Group was established to learn from each other systems and delivery methods of best practice across the Work based learning sector.

We began by reading and analysing each other's Self Assessment Reports, not only did this give us an insight into how we all operated so differently, but enabled us to receive feedback on areas where initial improvements could be made. Immediately we were all benefitting from working together.

The first area where it was agreed delivery needed improving and standardising was that of Equality and Diversity. With the types of programmes that we all deliver, there is a requirement to prove the learner's knowledge is continually being developed and we wanted to put an emphasis on getting the right approach from the start.

Within our organisations, we could all recognise a specialist Equality & Diversity staff member who had attended training or researched statistics and information that was relevant to our learners. It was therefore agreed that we would each provide one person who would be involved in a working group to develop suitable resources, knowledge testing and ongoing information.

We pooled our resources, pulled them apart and regurgitated them to produce a set of powerpoint slides for use with a group induction, evaluation of learning questions for the end of this initial session and a guide for learners to complete during mentor/reviewer meetings throughout their programme.

Powerpoint – these slides provide the Teacher Educator with the information to develop the understanding the group have in relation to Equality & Diversity, Discrimination and their personal assumptions. The background has been left blank so providers can import their own corporate themes and where required detailed notes pages have been provided for those delivering.

Evaluation of Learning has been developed to be suitable for both level 1 and level 2 learners, therefore allowing the Teacher Educator to decide on the more suitable approach for their learners.

The guide has been developed to prove the ongoing learning and to ensure that Equality & Diversity is not just a subject for Induction. It provides information for a learner but also challenges and encourages opinion when dealing with specific situations which may arise during their employment. It is worth highlighting that some employers have taken this resource and developed it to be used with all of their staff not just those who are on a learning programme. Indeed, in my own organisation where we employ 3000 staff aged 18 +, we have made changes to suit and implemented this within the current staff induction. The version attached prints out A5 size.

We feel the resources highlight best practice across a number of providers and since their completion, they have been used with learners and amended accordingly. They are available through the Excellence Gateway and have been presented to a number of groups who have shown a common interest in improving their Equality & Diversity provision .

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