

adult learning and skills service

## Equality and Diversity Statement

Jan 2020

The Adult Learning & Skills Service is a committed participant in the council's Single Equalities Scheme and supports the work towards making Hammersmith & Fulham a borough of opportunity.

Within the ALSS this is underpinned by:

**Diversity: recognising, valuing and celebrating the uniqueness of individuals in the borough, and using difference to the benefit of the organisation and its users by**

- 1 Collecting and analysing data to ensure that
  - all communities are represented in staff recruitment;
  - the curriculum offer reflects the needs of individuals throughout the borough;
  - we are narrowing achievement gaps between groups of learners.
- 2 Creating a culture which celebrates diversity and recognises its value in improving the quality of the service by
  - monitoring publicity and information materials and their distribution;
  - encouraging sharing of good teaching and learning practice across curricula;
  - celebrating diversity and achievement through reading evenings, exhibitions, open days etc;
  - promoting enrichment activities to include and motivate learners.

**Equality of opportunity and outcome: treating everyone with fairness and respect, and promoting achievement and success in learning through appropriate support by**

- 1 Collecting and analysing data to ensure that
  - learners are able to access courses;
  - the curriculum offer reflects the needs and requirements of diverse communities;
  - additional support is available to learners where suitable e.g. Learner Support fund; signor; learning support assistants;
  - support offered is appropriate and reflected in improved achievement and success;
  - learner achievement and success leads to improved life chances.
- 2 Creating a culture which prioritises equality of opportunity and outcome by
  - monitoring the learner journey through individual records;
  - responding to learner voice;
  - Improving classroom practice, resources and inclusivity through observations of teaching and learning;
  - improving achievement and success through additional support where appropriate;
  - ensuring learners receive up-to-date advice and guidance.