

Lambeth Adult Learning

Equality and Diversity Statement

Lambeth Adult Learning (LAL) strives to eliminate discrimination, harassment and victimisation and advance equality of opportunity in the delivery of all of our services. We also pride ourselves on fostering and maintaining good relations with our learners and providers across the borough.

Equality and Diversity is integral to Lambeth Adult Learning's Adult Community Learning Strategy with two strands for measurement and monitoring:

- Closing the achievement gap between different groups of learners and social groups
- Enrolment reflecting the diverse profile of residents across the borough and developing curriculum to meet requirements of underrepresented groups.

In meeting our legal obligations under the Equality Act 2010 in November each year we publish information in respect of our achievements for the past year and the steps that we are taking in the current year to advance equality of opportunity for all. Progress is monitored by the Provider Management Group at their monthly meetings.

Lambeth Adult Learning provides the following services for learners in collaboration with our network of providers:

- Information, advice and guidance
- Marketing and enrolment
- Teaching and learning
- Assessment and certification
- Self assessment and quality improvement

Lambeth Adult learning is a good provider and were recognised as such by Ofsted in October 2015 following a full inspection. As part of the yearly Self-Assessment Report, Lambeth Adult Learning has judged itself to be '**Good**' in all the following aspects: Overall effectiveness; Effectiveness of leadership and management; Quality of teaching, learning and assessment; Personal development, behaviour and welfare; and Outcomes for Learners.

The full Ofsted report can be viewed at:

<http://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/53135>

Every year Lambeth Adult Learning completes a Self Assessment Report on our quality and performance. The overall service report is based on evidence from:

- Provider Self Assessment Reports
- Performance data including enrolment, attendance, retention and achievement
- Learner feedback from surveys, learner forums, meetings and course reviews
- Stakeholder feedback from meetings
- Local and national statistics for benchmarking and comparison.

In light of this evidence Lambeth Adult Learning and our partners plan the priorities and objectives for the coming year, together with the actions required to ensure success.

Analysis of performance for 2017/18 shows:

- Excellent promotion of equality and diversity throughout all aspects of the learning programmes
- Very good promotion of equality, celebration of diversity and mutual respect displayed in the vast majority of learning programmes
- The most disadvantaged and vulnerable learners are very successfully attracted into learning and managers are committed to attracting the hardest to reach
- A vast range of learning opportunities are available on our learners' doorsteps that improve life chances and promote outstanding social and educational inclusion
- Many learners meet and exceed their expectations and make excellent progress, often from a low starting point.

Comprehensive policies cover all protected characteristics. This is underpinned by the policies of individual providers which are checked annually as part of the quality audit. Equalities are a high priority for the service and for the Council. In 2017/18 participation by learners from BME communities was 65.6%% against the borough population of 41.5%¹. The service uses funding to address specific equalities needs in respect of hard-to-reach groups. As part of impact assessment where underperformance is identified, improvement actions are agreed and gaps between the achievements of different groups are a target for action.

Based on the evidence provided and performance analysis our agreed equality objectives for 2018/19 are to:

- maintain and support a range of high quality courses that meet the needs of our diverse communities
- maintain high levels of learner involvement in quality improvement processes and ensure all learners have a voice
- maintain the high levels of attendance (91.6% in 2017/18) and achievement (94.7%)
- monitor the progress of groups of learners so that none is disadvantaged or underachieving and routinely analyse data to identify any achievement gaps and take swift action to narrow any gaps
- continue to improve teaching and learning grades through targeted development and support so that a higher percentage are graded as outstanding
- further empower our learners to recognise and challenge bullying, discrimination, harassment, victimisation, racism and any other form of hate-crime.

¹ <http://data.london.gov.uk/dataset/2013-round-population-projections>