**Equality and Diversity (E&D)**

Skills and Employment’s Adult and Family Learning Service is committed to supporting and promoting equality and diversity across all programmes. We believe that all learners should be valued and respected and we are committed to using the best resources to help all learners to reach their potential. Our commitment to E&D is underpinned by our Equality, Diversity and Inclusion Policy 2019 -20 (available on the portal)

All provision must comply with the Equality Act 2010, which brought together all previous legislation. The Act requires organisations to make reasonable adjustments for all learners with disabilities. It is therefore important that tutors are aware of how learning difficulties and differences manifest themselves and how these might impact on learning so that they are able to introduce appropriate support mechanisms to increase participation and promote inclusion

The Equality Act 2010 refers to nine protected characteristics including disability, race and ethnicity, sex, age, religion and belief, sexual orientation, gender reassignment, pregnancy and maternity and civil partnership.

**The Public Sector Equality Duty** was introduced in 2011. The three main aims:

* **Eliminate** unlawful discrimination, harassment and victimisation
* **Advance** equality of opportunity
* **Foster** good relations

We are subject to this duty and therefore it is important that you are also proactive in implementing these aims.

Further information can be found through the following links:

Government Equalities Office [www.equalities.gov.uk](http://www.equalities.gov.uk)

ACAS (Advisory, Conciliation and Arbitration Service) [www.acas.org.uk](http://www.acas.org.uk)

Equality and Human Rights Commission www.equalityhumanrights.com

**E&D Classroom Protocol**

We are committed to providing a safe learning environment where discrimination or harassment does not occur. No learner should intentionally be made to feel threatened or excluded from participating. We ask that all tutors are mindful of equal opportunities and promote it through their delivery whenever possible.

When planning and delivering your sessions:

* Be aware of diversity; including references to race, culture, religion, gender, age, disability, sexuality or other protected characteristics
* Refer to the E&D newsletters
* Use materials and teaching methods that promote equality
* Ensure that learning resources and accommodation allow all learners to fully participate
* Assess your materials for gender or race bias – avoiding stereotypical images, material that represents a particular gender in a negative way
* Recognise that treating people fairly does not necessarily mean treating people the same

**Equality and Diversity within the Curriculum**

* **Inclusive Teaching** takes account of the diverse needs that learners have.
* **Responsive Teaching** empowers learners to take responsibility for their own learning whilst meeting their individual needs.
* **Anti- discriminatory Teaching** that teaches about the rights and responsibilities that learners have, challenges assumptions and promotes tolerance.
* **Diversity Teaching** acknowledges and celebrates the contributions of people from different backgrounds, ages, cultures and religions.

There are E&D resources available on the portal. If you have any queries or suggestions regarding E&D please contact your line manager or Amta Xhetani who produces the termly newsletter at: [amta.xhetani@cheshirewestandchester.gov.uk](mailto:amta.xhetani@cheshirewestandchester.gov.uk)