

Wandsworth Lifelong Learning Equality and Diversity Statement

Wandsworth Borough Council is committed to achieving equality of opportunity both as an employer and as a provider of services. Its Equal Opportunities in Employment policy and Corporate Equality Plan set out the Council's vision of equality of opportunity and the actions it will take to implement this.

For providers of adult informal learning and work-based learning to Wandsworth Council's Lifelong Learning service, good practice on how to support all learners is contained in its *Quality Policy and Handbook* and the *Adult and Community Learning Tutor Guide*.

Wandsworth Lifelong Learning expects providers and employers to work within an Equal Opportunities framework and policy and that this is adopted by all staff and learners. In particular, all programmes should:

- Comply with all legislation in respect of disability, race, gender, religion or belief, sexual orientation and all other aspects of the Council's Equal Opportunities Policy
- Promote race equality
- Promote diversity
- Ensure the physical safety and psychological well-being of learners and staff
- Return data for monitoring

A Commitment to Equal Opportunities places a responsibility on all who work for Wandsworth Borough Council or use its learning services. The following are examples of what this commitment means for Lifelong Learning:

Learners and Tutors

- Respect all learners and staff and do not act in ways that are oppressive or offensive.
- Do not accept any form of discriminatory behaviour from anyone.
- Report any kind of harassment that you experience.
- Report any actions or incidents that you consider inappropriate.
- Challenge any teaching or publicity materials that you find offensive.

Tutors

- Plan your sessions carefully to ensure those resources, materials, methods and language used are appropriate and accessible to all and are not offensive to any individual learner.
- Where possible, use examples that challenge stereotypes about groups of people and materials which draw upon a range of cultural traditions.
- Welcome all learners into any course appropriate to their needs and value their participation and contribution.
- Show sensitivity and respect for the diversity of cultures, beliefs and traditions that learners bring with them.
- Ensure that the learning and environment you provide meets the requirements of Wandsworth's Safeguarding Policy.

Management Procedures

The Council uses a variety of methods to implement and evaluate targets and objectives in Adult and Community Learning. These include:

- Producing an evaluative annual report summarising performance in all key areas and includes participation rates for target groups of learners.
- Producing a Annual Self Assessment Report (SAR) in the context of Ofsted's Common Inspection Framework. This includes a section on how Wandsworth Lifelong Learning supports and promotes equality of opportunity in order that all learners achieve their potential.
- Service Level Agreements and contracts with providers with agreed equality and diversity targets and objectives

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Revision history	
Most recent update and version no:	December 2009 v.4
Original strategy/policy issue date:	December 2005 v.1
Previous revision/update	December 2007 v.3
Next review date:	December 2010
Target audience:	All
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Location on system:	

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