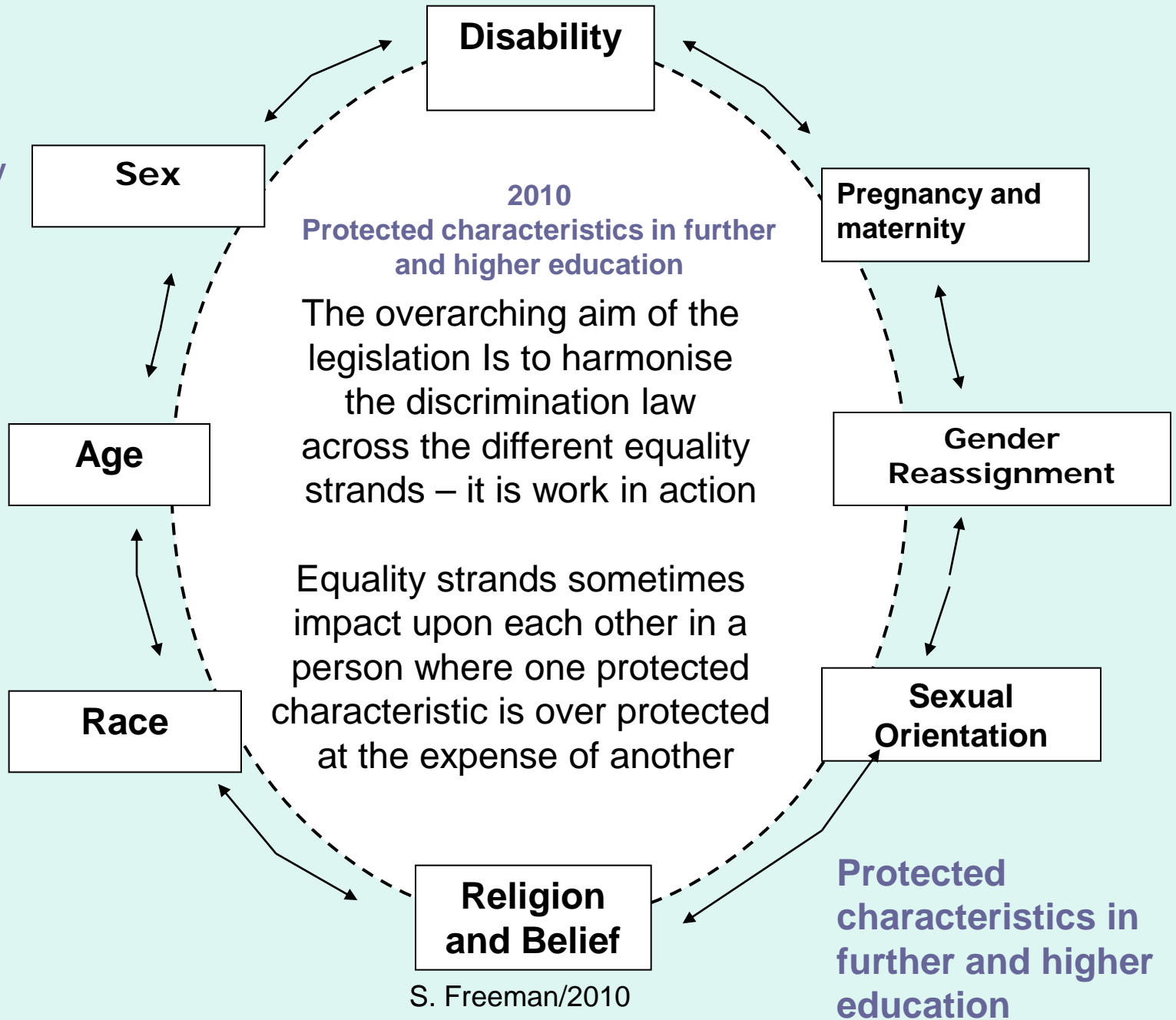


The professional development of cross-college staff in changes in current Equality & Diversity policy

This presentation describes:

- A new act from a powerful commission and advocates:
- Developing ideas through team interaction
- Action Research approach to training
- Positive action goals
- Reflective practice and evaluation

The government requires more transparency and expects local government to ensure positive action is being reported



And so...?

Types of Discrimination

- **Discrimination by association**
- **Combined association**
- **Indirect discrimination**
- **Double discrimination**
- **Discrimination against those with fluctuating conditions**
- **Direct discrimination**
- **Discrimination against those with socio-economic disadvantage**

Implications for Post 16 providers

- **Thinking positively - thinking ahead to ensure existing barriers come down**
- **Adding to the Equality Impact Assessment categories**
- **Meeting the OFSTED requirements for E&D to retain a higher grade**
- **Adding a new dimension to ALL in staff training**

Action research into...



- What are we doing right already?
- Positive Action
- Action Plans

Developing through..

- Reflecting with a group of colleagues
- Discerning the subtleties of the new act
- Exploring practical and workable solutions
- Working collaboratively
- Recognising own creative, organisational or leadership potential
- Contributing to local efforts in the community to establish a fairer society