

Integrating Equality, Diversity and Inclusion into the learning experience



**An on-line resource for E&D managers,
quality managers, teaching staff,
curriculum teams, curriculum managers
and senior managers**

Integrating and embedding Equality, Diversity and Inclusion (EDI) into the learning experience

An on-line resource

What is this resource and who is it for?

Informed by best practice from outstanding providers, this resource is an in-depth and comprehensive guide designed to support and equip teachers, curriculum teams, staff in frontline services and managers to fully integrate and embed Equality, Diversity and Inclusion (EDI) into the learning experience.

How can we use it?

This guidance is designed as an electronic resource rather than a document that you print out. When staff read it on-line they can use the embedded hyperlinks for access to additional information and examples of good practice.

'Christine's help was invaluable in helping us to identify ways we could further improve our practice at the College. Plotting through the learners journey from admission all the way through into the classroom, led us to amend policy, practice and staff development and to really embed E&D into our teaching and learning.'
June Morrow, Director, Walsall College

How can we obtain this resource?

An intranet licence allows you to upload this resource and the accompanying E&D library onto any password-protected IT system such as a staff intranet, giving unlimited access to your staff. **Get in touch to request a sample and a quotation for a site licence (one single payment).** Contact details are below

What does the resource contain?

This 200+ page resource contains:

- A wealth of practical information for teaching staff on how to fully integrate and embed Equality, Diversity and Inclusion when curriculum planning and when delivering teaching, learning and assessment
- Information about equality legislation, EDI terminology, and Ofsted inspection of EDI
- Web links to a wealth of Ofsted, LSIS and other examples of effective practice

This practical pdf resource is enhanced with an accompanying E&D library of guidance materials, toolkits, reports, and best practice case studies, providing quick access to a wealth of recommended sources of information.



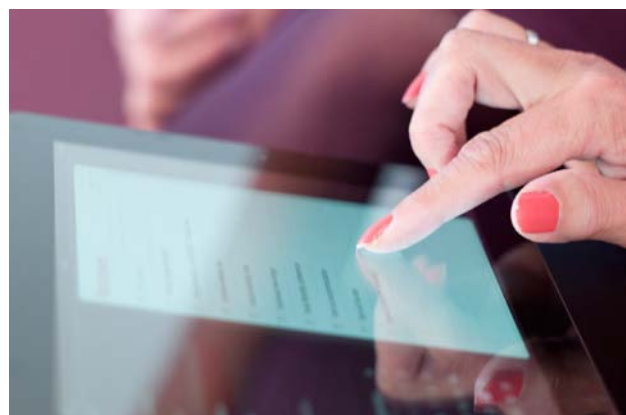
Integrating and embedding EDI into the learning experience

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How will this resource help us?

Using this resource will help to:

- Gain a clear understanding of what we mean by Equality, Diversity and Inclusion (EDI)
- Appreciate what 'best practice' looks like in relation to EDI
- Understand how to fully embed and integrate EDI when delivering teaching and learning, when curriculum planning and when meeting as course teams to carry out course reviews and self-assessment
- Evaluate effectively EDI when carrying out lesson observations
- Understand how to actively promote EDI when delivering front-line services
- Consider a range of practical ideas, tips and suggestions for improving practice in EDI
- Appreciate how integrating EDI within practice creates a better learning environment
- Understand what inspectors will look for when making judgments about EDI under the 2012 inspection framework, and how to become outstanding
- Expand understanding and awareness, and stimulate debate in teams



What are the different sections in the resource?

The next page contains an overview of the different sections. The sections are colour coded to help staff find their way around, and to select the sections they are interested in reading about. In the resource, each section starts with an explanation of what is included.

Example

A tab like this indicates a web link to an example of effective practice, such as an Ofsted good practice case study.

More

A tab like this indicates a web link to more information about the topic.

An icon like this indicates a link to a video clip



About the author

Christine is a highly experienced and respected E&D consultant, nationally recognised as an expert in equality legislation and improving equality and diversity practice.

A former senior manager, she has worked as an independent consultant with over 200 providers,

supporting a significant number to achieve outstanding status for E&D at inspection.

Christine is the author of a range of national guidance publications, briefings and toolkits. Her training events are engaging, interactive and highly practical.



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Explores the **difference between equality, diversity, and inclusion**, (EDI). Explains how **community cohesion** and spiritual, moral, social and cultural (SMSC) development fits into the EDI agenda. Considers **terminology**, persistent inequality in the UK, and the practical **benefits** of the EDI agenda. Looks at what we mean by **unconscious bias**, and implications for **delivering teaching and learning**, and **customer care**.

Equality Act 2010, **protected characteristics**, different **types of discrimination**, difference between **positive action** and positive discrimination. Duties to **advance equality, foster good relations** and **publish information** and **objectives**. Legislation **timeline**.

Organisational challenges such as **staff diversity**, **celebration events**, **learner induction**. Equality & Quality, including **learner voice**, **lesson observations** and **self-assessment**. Tutor challenges such as **embedding EDI in classroom practice**, **meeting individual needs**, **overcoming barriers to learning**, **tackling discrimination** and **integrating EDI in learner profiles, lesson plans** and **schemes of work**.

Introduction

Equality legislation

Fully integrating EDI in teaching, learning and assessment

How to use this resource

The accompanying E&D library of resources

Inspection of EDI

Glossary of terms and further resources and websites

This section of the resource provides a short explanation for each of the **materials, toolkits, reports, guidance and best practice case studies** contained in the accompanying E&D library.

Glossary of terms used in the resource and **signposts** to a range of useful **resources** and **websites**.

Ofsted views of **best practice** and impact of **inspecting E&D**, How E&D is inspected in the **2012 Common Inspection Framework**, key changes and challenges. **Eight strategic themes** to **becoming outstanding**.