



# Diversity Newsletter – May 11

Many thanks to all clients for returning the information on your learners at the end of last year. This information was used in writing the 2009/10 Equality Monitoring Report which has been published on our website:

<http://www.fct.uk.com/news/Equality%20monitoring%20report%20for%202009-10%20v1.pdf>

As our programmes are delivered in a range of sectors the information has been presented by sector, using national benchmarks where possible, and as you will see our client companies are performing well. More information appears on [page 3](#).

In October, The Equality Act 2010 came into force and we have been busily updating our Single Equality Scheme. An excellent summary of the new legislation can be found on the Equality and Human Rights Commission website at:

[http://www.equalityhumanrights.com/uploaded\\_files/starter-kit/module\\_1\\_web\\_final.pdf](http://www.equalityhumanrights.com/uploaded_files/starter-kit/module_1_web_final.pdf)

## Ofsted commends FCT practice

We had an Ofsted survey visit in February 2010 looking at our best practice in Literacy. Four areas were identified as best practice:

- The management of learners' literacy skills development and achievement is very effective
- A well established and effective partnership with London Underground led to a very successful employability programme for adults wanting to progress to employment in the sector
- FCT carried out very useful research into literacy needs within a large rail organisation which provided the employer with very clear evidence on literacy issues within the organisation
- Additional support for learners with dyslexia is highly effective and learners describe how the support they receive has significantly improved their lives.
- *"Well done to everyone who helped us achieve this feedback!"*

## Some best practice examples in equality and diversity from our client companies:

**Transport for London (TfL)** aims to have a workforce as diverse as the London population. To this end, TfL has a presence at careers fairs in schools for girls and in schools where a high proportion of pupils are from ethnic minorities. Recruitment adverts are placed through the Black Training and Enterprise Group. TfL also runs two schemes which are aimed at disadvantaged people: "Work Experience for Disabled People" and the "Ex-Offenders' Scheme". They continue to take positive action in line with their own policies and corporate strategy.

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## Some best practice examples in equality and diversity from our client companies (cont):

With regard to retention of staff, TfL supports staff network groups on the basis of age, disability, race and faith, LGBT, women and carers. Staff are provided with diversity training and Valuing People training to help create an inclusive working environment and reasonable adjustments are made for those who require support.

**Foundation 66** has specifically recruited ex-substance users to its Advanced Apprenticeship Scheme in Health and Social Care (Substance Misuse).

**CRI (Crime Reduction Initiative)** works with volunteers, who have a history of being involved in crime, drug and alcohol abuse, and trains them to work with others to reduce crime. They advertise in specialist publications to appeal to workers from different ethnic backgrounds. CRI aims to retain staff by holding a staff forum, providing support and counselling so that their voices are heard.

**WDP (Westminster Drugs Project)** sets itself targets of 50% women and 40% BME. Like Foundation 66, they offer free training to potential volunteers and employees with a target of at least 50% former service users.

**Granta Housing Society** (part of MHP, Metropolitan Housing Partnership) supports workforce groups, such as the LGBT Network, Women's Forum, BME Staff Group and Disability Support Group. MHP monitors the profile of its workforce regularly and BME / white British employees are roughly 50:50 with gender also equally split. Monitoring has shown a small minority of younger workers (1%) and MHP is attempting to redress this by investing in a work placement scheme for school students and an apprenticeship programme.

They are also trying to recruit more disabled employees and have advertised on the "You're Able" website and in the "Disability Now" magazine. MHP has targeted this area for 2011 and is working with Remploy to bring about improvement. MHP is proud to be in Stonewall's top 100 gay-friendly UK employers and has advertised vacancies at 3 large gay pride events in 2010.

## Some special dates coming up

- 2 June Ascension Day (Christian)
- 8 June Shavuot (Jewish)
- 16 June Martyrdom of Guru Arjan Dev Ji (Sikh)
- 29 June Lailat Al-Isra wa Al-Miraj (Islamic)

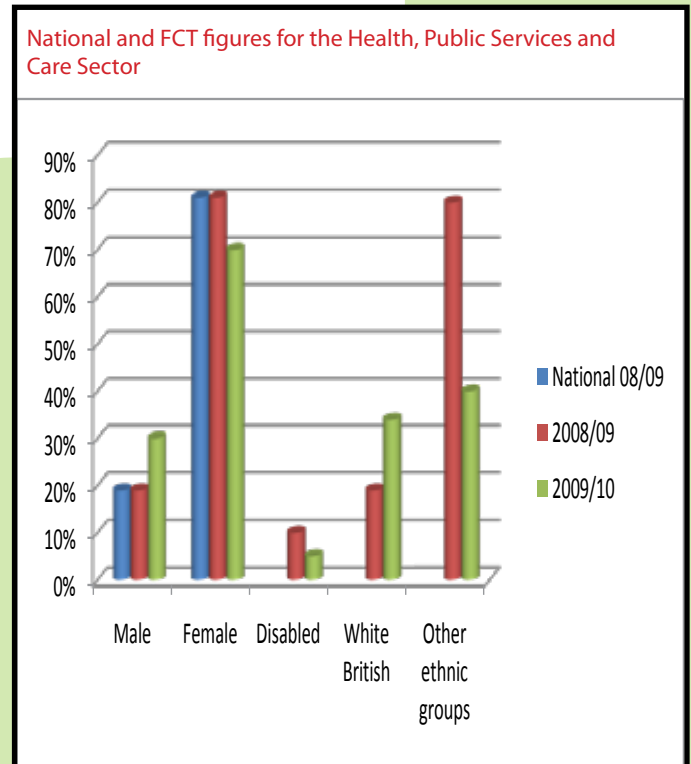
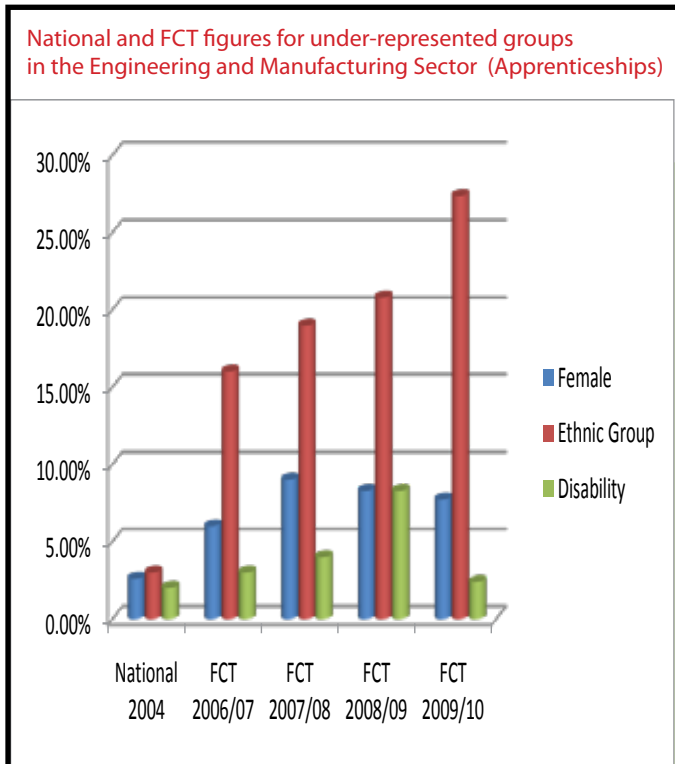
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# Widening learner participation in 2009 – 10 (from the Equality Monitoring report)



## Learner statistics in rail and engineering work-based learning

continue to exceed national data for engineering and manufacturing technologies. The figure for female participation stands at a healthy 8% this year compared with 8.3% last year. Representation of learners from ethnic groups continues to rise, however, we have seen a reduction in the number of learners with learning difficulties and disabilities.



## In health and social care, under-represented groups include

males rather than females. As you can see in the graph above, we have only been gathering data in this sector for two years as this is a relatively new area of work for FCT. Male representation is up on the previous year at 30% but we have a reduction in the number of learners from ethnic groups. This is because we are working with more learners outside London, however, the percentage is in line with local demographic figures overall.

Disability rates are similar to those for engineering and manufacturing and may be related to people's reluctance to disclose a disability in the economic downturn.

### Targets for learners in 10/11.

We are looking for 10% females in rail and transport; 30% males in health and social care; learners from ethnic groups to reflect the regional population (this is 29% in London); and 5% disabled learners.

## Feedback/contributions wanted ● ● ● ● ● ● ● ● ● ●

Got anything to tell us about diversity in your company? Contributions would be very valuable to us and to your colleagues in other companies. There is a lot of good practice in place and I believe we should share it across the programmes and share in the success!

Send your emails to me: **Joyce Dargie**, Equality and Diversity Manager, at [joyce.dargie@fct.uk.com](mailto:joyce.dargie@fct.uk.com) or to **Marilyn Sang**, Work-based Learning Manager, at [marilyn@fct.uk.com](mailto:marilyn@fct.uk.com) or to **Karen Patterson**, Health and Social Care Manager, at [karen.patterson@fct.uk.com](mailto:karen.patterson@fct.uk.com)