

FE and Skills Equality Briefing, November 2017

Our network exists to support FE providers embed equality in everything they do.



Stay informed – click the titles to read the full articles online:

[Ombudsman warns councils are failing special needs learners \(FE Week\)](#)

[UK population to pass 70m in 2029, ONS projections say \(BBC\)](#)

[Six important employment law cases in 2017 \(Personnel Today\)](#)

[Does Cambridge University need to widen a 'whitewashed' reading list? \(BBC\)](#)

p2 Equality news round-up

p3 British values resource

p4 Mental health webinars

p6 November calendar

p7 Embedding resources

p9 Diversity diary online

p10 Equality videos online

p11 Anti-bullying feature

Embedding Equality Intranet Resource 2018

The 2018 version of our most popular resource is available for pre-order.

Personalised with your provider name and logo, this package Encompasses everything equality in FE and provides a wealth of guidance, activities and embedding ideas across the protected characteristics and beyond. You will receive a full colour hard copy along with files to be uploaded to your intranet or VLE. Prices from £299 inc.



[Download the order form.](#) Email: equality@pinnacletrainingsolutions.co.uk

Please let us know if you require this newsletter in an alternative format

Equality news summary (1 of 2)



Click the titles to read the full articles online:

[Sexual harassment: how to make staff take complaints seriously \(Personnel Today, October\)](#)

The Harvey Weinstein scandal has once again placed the spotlight on sexual harassment reporting. Victims of sexual harassment are often reluctant to report incidents for fear of retaliation or being disbelieved. [Personnel Today] provides tips for organisations to encourage and support employees to report sexual harassment in the workplace.

1. Take complaints seriously
2. Provide support to individuals
3. Train managers and HR staff
4. Take proactive measures
5. Put a policy in place

Have you seen..?

['BBC 100 Women'](#) names 100 influential and inspirational women around the world every year. In 2017, we're challenging them to tackle four of the biggest problems facing women today - the glass ceiling, female illiteracy, harassment in public spaces and sexism in sport.'

With your help, they'll be coming up with real-life solutions and we want you to get involved with your ideas. Find us on [Facebook](#), [Instagram](#) and [Twitter](#) and use #100Women.

[Research: Diversity drives better decisions \(People Management, October\)](#)

The study analysed around 600 business decisions made by 200 teams, across a range of companies. Researchers found that when diverse teams (of three or more people) made a business decision, they outperformed individual decision-makers up to 87 per cent of the time. Diverse teams were also shown to make decisions faster than individual workers, and benefited from a 60 per cent improvement on decision-making.

People are also talking about...

[FA allegations: discrimination turns the beautiful game ugly \(EHRC\)](#)



Promoting British Values Resource Pack 2017-18

This 2017/18 edition includes a new information, practical activities and guidance. Take a look at the training and resource guide samples.

What does the resource include?

The materials are designed to brief staff and explore strategies of promoting these values with learners.

Staff Development Session

All the material you will need to deliver a staff training session to bring all colleagues up to speed (1h 30m – 2h 30m). Includes session outline with timings, presentation, facilitator notes, handouts and follow-up information.

Personalised Handbook

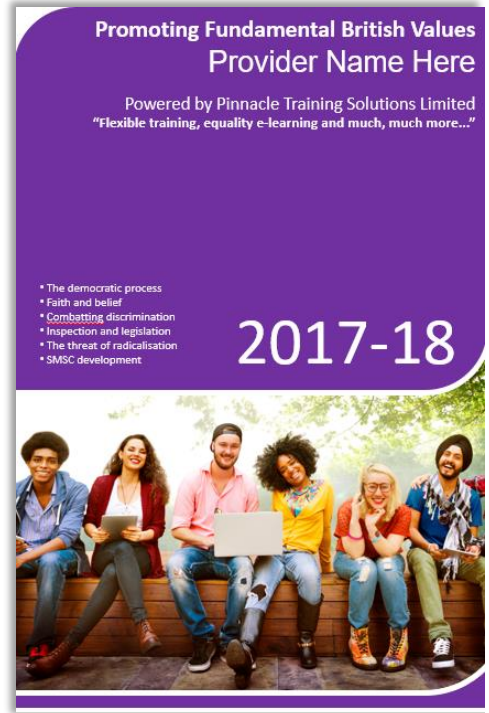
Everything to give staff a firm grasp of the issues, provides extensive material that can be used flexibly with learners.

[Download resource sample.](#)

[Download training sample.](#)

[Download training FAQs.](#)

[Download resource overview.](#)



We are happy for you to adapt and personalise the materials. You can also upload files to your intranet or VLE, all we ask is that you only use internally. The cost is £299+VAT + P&P.

Promoting Fundamental British Values – Your Provider Name Here

2017-18

➤ Theme One – Democracy

This section provides some ideas how you can promote **democracy and the ability to influence decision-making through the democratic process**. Please review these notes and evaluate the suitability of the material before using with learners.

➤ Democracy Discussion Points

► Discussion point: What does the word 'democracy' mean to you?

The actual definition can be given as, 'A system of government by the whole population or all the eligible members of a state, typically through elected



If you missed the October webinars to mark World Mental Health Day you can still benefit from accessing the recordings from these sessions. They are brought to you via the Community Learning Mental Health (CLMH) research project and represent a fabulous way to hear from people who in their different ways will help you develop your mental health practice. The publication date will be 20.11.17. The sessions included:

Access to Mental Health Support Service for Apprentices - an overview of the Workplace Mental Health Support Service (MHSS), including the facts and stats around mental health; the purpose and aim of MHSS; the eligibility and referral process; the service structure, potential support and interventions.

Did we turn challenges into opportunities? - two CLMH research project leads take turns to reflect on 'how our participation has affected our future delivery of courses in adult education'.

In conversation with Dame Ruth Silver: Mental wellbeing and leadership - Kathryn James interviews Dame Ruth Silver – president of FETL (The Further Education Trust for Leadership) about their work and priorities about mental health and wellbeing.

Use this link to access the box-set recordings (registration required):

<https://mhfe.org.uk/content/wmhd-2017-webinars-box-set>

[MHFE](https://mhfe.org.uk/) is a network for anyone with an interest in adult education and mental health. Take a look now at <https://mhfe.org.uk/>

Research results in launch of new tool

Social Research with Deaf People (SORD) at Manchester University has completed a piece of work to translate the SWEMWBS (short version of the Warwick–Edinburgh Mental Well-being Scale) tool into BSL. SWEMWBS is a population measure of wellbeing and is the wellbeing tool we used as part of the community learning mental health research.

The translation is very important for inclusion and because of health inequalities experienced by D/deaf people. SORD will be launching it in Manchester on 4.12.17. The BSL version of the tool should soon be available alongside other translations for anyone to use. This is an exciting development and has already generated interest from colleagues working in the NHS.

[Find out more about SORD.](#)

Feature: Mental health news



Mental health in the news:

[Thriving at Work: a review of mental health and employers \(gov.uk, October\)](#)

Thriving at Work sets out what employers can do to better support all employees, including those with mental health problems to remain in and thrive through work.

It includes a detailed analysis that explores the significant cost of poor mental health to UK businesses and the economy as a whole. Poor mental health costs employers between £33 billion and £42 billion a year, with an annual cost to the UK economy of between £74 billion and £99 billion.

[‘It’s time to take action on mental health’ \(TES FE, October\)](#)

It wasn’t too long ago that talking about mental health issues was a taboo subject. It was rarely discussed publicly and when it was there were always negative connotations. Yet around one in four people in the UK will experience a mental health problem each year. There has certainly been a shift over the last couple of years with more public figures speaking about the struggles they’ve faced. This has impacted on the political arena, with Theresa May announcing a review of the Mental Health Act during her speech to the Conservative Party conference.

The equality calendar - planning ahead...

Equal Pay Day – Friday, 10th November

Despite the Equal Pay Act in 1970, women still earn less than men in Britain today. The current gender pay gap means women effectively stop earning relative to men on a day in November. This day is referred to as Equal Pay Day.

More information at: <https://www.fawcettsociety.org.uk/equal-pay-day>

Armistice Day – Saturday, 11th November

A two minute silence is observed at 11am on 11th day of the 11th month. This is when the Great War, or World War One, came to an end in 1918. Today this anniversary is used to remember everyone that has died while at war.

Transgender Day of Remembrance – Sunday, 12th November

A day to remember and honour the lives of those individuals who have been killed because of their gender identity or expression.

Anti-Bullying Week – 13th – 18th November

The theme for Anti-Bullying Week 2017 has been announced as: 'All Different, All Equal'.

More information at: <https://www.anti-bullyingalliance.org.uk/>

Also taking place in November:

1st 'Movember' Men's Health Awareness Month

14th World Diabetes Day, Anti-Bullying Week starts (-13th)

19th International Men's Day

Faith dates are not included in our summaries as there are simply too many.

A monthly guide to multi-faith dates can be found in the Pinnacle equality calendar.



Embedding equality in 2017/18

Please find below a summary of the great value resources available this year. Email us at equality@pinnacletrainingsolutions.co.uk for more information.



Diversity Calendar 2018

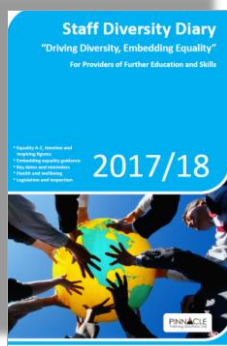
Keeping up-to-date is as easy as turning a page or clicking a button.

From only £99.99 (+VAT & postage).

[Download resource info.](#)

[Download sample.](#)

[Download order form.](#)



Diversity Diary 2017/18

Equality information, tips and guidance on daily entries. Monthly planners and summaries.

Available in hard copy, pdf or a .ics download.

[Download resource info.](#)

[Download sample.](#)

[Download order form.](#)



Diversity Wall-Planner 2018

Equality information, tips and guidance on daily entries. Monthly planners and summaries.

Available in hard copy or pdf download.

[Download resource info.](#)

[Download order form.](#)

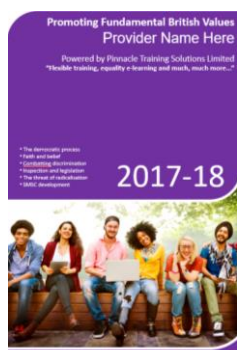


Equality e-learning 2017/18

Courses designed specifically for staff and learners within the FE and skills sector. Flexible licences available from £199+VAT.

[Download pdf guide.](#)

[Download powerpoint presentation.](#)



Promoting British Values 2017/18

Slides and material to deliver a staff development session, accompanied by a handbook with additional material and activities for colleagues to use.

[Download resource info.](#)

[Download sample.](#)

[Download order form.](#)

Equality news summary (1 of 2)



Click the titles to read the full articles online:

[Concern at negative impact of FE loans on disadvantaged \(FE Week, October\)](#)

Low interest and poor take-up of the loans by particular groups of learners, including those from disadvantaged communities was “a real concern for some providers” and “there is some evidence that the introduction of loans is leading to a decline in participation and provision at level three and above”.

Several providers indicated that they felt that “adults from disadvantaged areas were particularly reluctant to take out a loan”, though “for some providers, the policy has resulted in an increase in learner participation”.

[Six ways to be more inclusive of transgender people in the workplace \(Personnel Today, October\)](#)

A recent survey by job board Totaljobs found that 43% of transgender people actively look for trans-friendly employers when they're jobhunting. Lesbian, gay and bisexual people may also take an organisation's trans-friendliness as a good sign that they'll be welcome there. So how can employers make their workplaces better for transgender employees? How can they send out the right signals – and make sure they are doing more than just window-dressing? Find out more in the [full article](#).

[The Parental Bereavement \(Pay and Leave\) Bill \(CollingWood Legal\)](#)

This was published on 13th October 2017 and had its second reading in Parliament on 20th October 2017.



It is proposed that employed parents who lose a child under the age of 18 (including a still born baby after 24 weeks) should be entitled to:

- at least two weeks' leave, irrespective of service;
- at least two weeks' statutory bereavement pay where employees have at least 26 weeks' service; and
- protection from detriment, redundancy or dismissal for taking bereavement leave.

Access your Diversity Diary online



Today is the start of... 'Anti-Bullying Week' (-18th)

The Anti-Bullying Alliance describe bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

More info at: <http://www.anti-bullyingalliance.org.uk/> and <http://antibullyingweek.co.uk/>

And... 'Self-Care Week'

An annual national awareness week that focuses on embedding support for self-care across communities, families and generations. This year's theme is health literacy and the strapline is Understanding Self Care for Life.

More info at: <http://www.selfcareforum.org/events/self-care-week-resources/>

And... 'Alcohol Awareness Week' (-20th)

One of the nation's defining features is that people love to talk about drinking – but Alcohol Concern has a set the theme 'it's time to talk about drinking' for Alcohol Awareness Week. It's all kinds of conversations about the health risks, social problems, stigmas and taboos of alcohol. More info at: <http://www.alcoholconcern.org.uk/>

Multifaith today:

In Folder: Diversity Calendar 2017-18

MONDAY	TUESDAY	WEDNESDAY
30 Diversity Today - Race equality in the news	31 Diversity Today - Useful race equality websites	Nov 1 Diversity Today Stress Awareness Day
6 Diversity Today - The equality timeline... 1948	7 Diversity Today - The equality timeline... 1968	8 Diversity Today - The equality timeline... 1988
13 Diversity Today - 'Anti-Bullying Week'	14 Diversity Today - 'World Diabetes Day'	15 Diversity Today - The equality timeline... 2008

Do you like the idea of putting diversity tips, best practice and key dates in front of colleagues every day? Like the idea of it taking only a few minutes to install with instructions provided?

It's not too late to join hundreds of others taking advantage of this facility in 2017/18. The cost is just £149+VAT.

Pdf files and hard copies also available.

Downloads: [Resource info.](#) [Sample.](#) [Order form.](#)

Watch it online...

[On the box – we recommend... Chris Packham: Asperger's and Me \(iplayer\)](#)

For most of his life, broadcaster and naturalist Chris Packham didn't tell anyone about the one thing that in many ways has defined his entire existence. Chris is autistic - he has Asperger's Syndrome, which means he struggles in social situations, has difficulty with human relationships and is, by his own



admission, 'a little bit weird'. But what if there was a way of taking away these autistic traits? Would Chris ever choose to be 'normal'?

[Transgender girl says it was change sex or die \(BBC, October\)](#)

One week she went to school dressed as a boy, the next she returned in a dress. Ellen was one of the first primary school children to transition in the UK. But her story runs far deeper than simply wearing the right clothes. For her, transitioning was a matter of life or death.



[London mayor Sadiq Khan explains the importance of laws to improve diversity \(guardian.com, September\)](#)

The Guardian's editor-in-chief, talks diversity with London mayor Sadiq Khan. 'The thing about passing laws is, it doesn't, overnight, change the way you think but it changes the way you act. And then over a period of time changing the way you act changes the way you think. And so legislation does matter'.



Also on guardian.com:

[The colour of power: why is the British establishment so white?](#)

Feature: Anti-Bullying Week (1 of 2)

Anti-Bullying Week in England is coordinated by the Anti-Bullying Alliance and this year takes place from the 13th - 17th November.

The theme this year is '**All Different, All Equal**', find out more details at: <http://www.anti-bullyingalliance.org.uk/anti-bullying-week/>

How can I get involved?

- Join the free ABA School or College Network.
- Nominate a member of staff for a 'Power for Good' Award
- Download the Anti-Bullying Week logos and share on your websites and newsletters
- Access free Anti-Bullying Week lesson plans, assemblies and top tips Share your Anti-Bullying Week plans and activities online (@ABAonline) using #antibullyingweek

What is bullying?

Bullying is behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others.

How does bullying differ from banter?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance making it hard for the victim to defend themselves
- It is usually persistent

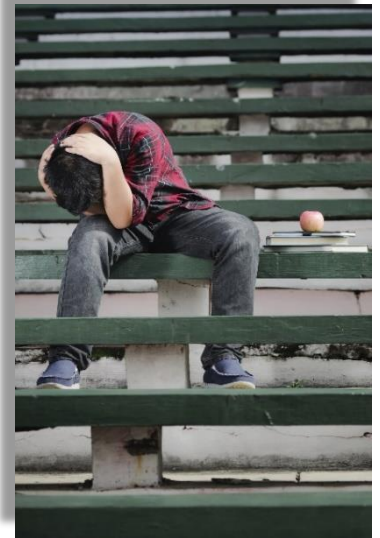


Feature: Anti-Bullying Week (2 of 2)

If someone is harassed or made to feel bad by things written to them or about them on-line action should be taken. We often refer to this as “cyber-bullying”.

Safer Internet Day 2018 will take place on Tuesday 6th February with the theme ‘Create, Connect and Share Respect. A better internet starts with you’.

Find out more at <http://www.saferinternet.org.uk/>



Could Ofsted be saying this about your provision?

‘Personal development, behaviour and welfare’ (Grade 1 descriptors)

“Learners have an excellent understanding of how to stay safe online and of the dangers of inappropriate use of mobile technology and social networking sites”.

“Staff and learners deal effectively with the very rare instances of bullying behavior and/or use of derogatory or aggressive language. They work well with the provider to prevent all forms of bullying, including online bullying and prejudice-based bullying”.

Useful links:

[Stonewall LGBT-equality and anti-bullying resources](#)

[Seeking better solutions: tackling bullying and ill-treatment in Britain's workplaces \(ACAS, 2015\)](#)

[The Pride Project \(North Lindsey College, 2014\)](#)

[Five ways bullying can creep into organisations \(Personnel Today, 2015\)](#)

[Thousands more children to benefit from anti-bullying app \(gov.uk, Sept\)](#)

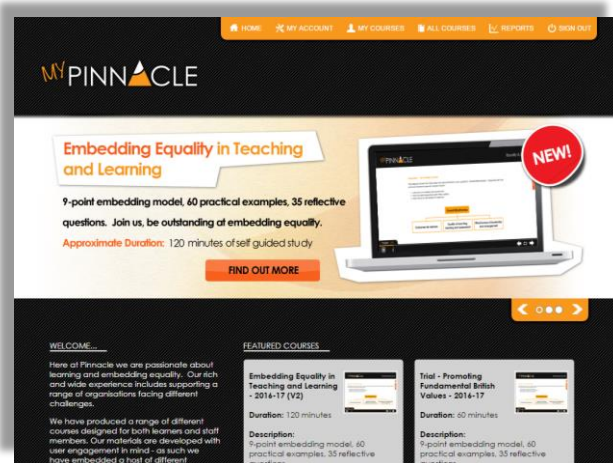
Other useful anti-bullying websites: <http://www.beatbullying.org/>
<http://www.antibullyingweek.co.uk/> <http://www.bullying.co.uk/>

My Pinnacle equality e-learning



A number of providers get in touch with us to find out more information regarding the My Pinnacle equality e-learning system.

One of the first things we do is to send through a presentation that provides an overview. This also makes sharing the key points with colleagues very straight forward. We thought, therefore, it would be a good idea to share this with all members of the network. Simply click the links on the right.



[Download the powerpoint](#) [Download pdf](#)

My Pinnacle is a sector-specific, online EDI training tool for staff and learners. It has been established for over five years, but who uses it?

Tameside College

Birmingham Adult Education

South and City Coll Birmingham

YH Training Limited

Humber Learning Consortium

Barnsley College

Rotherham/North Notts Group

Derbyshire Adult Community ES

McArthur Dean Training

Community Learning Service (LCC)

GP Strategies Training

CLIP Community Learning In P'ship

TTE Training

Northumberland College

North Lindsey College

ShIPLEY College

North Lancs Training Group

Birkenhead SFC

Hereford Sixth Form College

EHWL College

TTE Training

Hertford Regional College

Doncaster GTA

Access to Music