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Learning for Success

Improving Safeguarding and Equality/Diversity Strategies

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OFSTED Perspective

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Limiting Grades – 'take seriously!'

Separate – but under L&M

Safeguarding introduced in a national context of heightened concerns for child protection

Equality/Diversity reinforcing a long term concern of under performance and restricted opportunity

Key Management Choices

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- Discrete or integrated
- Compliance or commitment of staff and students
- Review processes/procedures as a safety net for OFSTED or seek total engagement in agendas from staff and students
- Use of Learner Voice – active or passive

Discrete or integrated

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Confidentiality

Data Protection

Child Protection

Safeguarding

Mental Health

Health & Safety

Every Child Matters

Individualisation

Risk Management

Learner Voice

Learning Support

Equality/Diversity

'Narrowing the Gap'

Cared for Learners

Sexuality/Ethnicity

Economic disadvantage

Our Choice

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- Take a holistic view of both Safeguarding and Equality/Diversity
- Avoid making them technical specialisms and integrate into existing structures
- Make them learner centred
- Engage all staff and all learners
- Develop a strong communication strategy
- Ensure strong leadership support

What did we do differently?

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- Introduced LGBT themes & Groups
- Promoted Mental Health Awareness
- Revised the tutorial programme
- Undertook Investors in Diversity Accreditation
- Undertook IiP Health & Wellbeing Accreditation
- Created online training units in ‘Safeguarding and Respect in the Workplace’ for college staff and Partners’ staff
- Raised Stakeholder Involvement

External Assessment

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Investors in Diversity and

IiP Health & Wellbeing provided:

- an external frame of reference
- a systematic and detailed review of practice
- evidence from a variety of stakeholder viewpoints
- objective judgements on our actions and their impact
- a kitemark to our progress

Quotes from external accreditation

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- ‘A passion for improving peoples’ lives’ ***IiD***
- ‘there is something about here that includes everyone and it is not enforced it is the thing we do’ ***staff quote used by IiD***
- Equality and Diversity are firmly embedded with the College. This ensures that good practice is now ‘second nature’ and permeates throughout every aspect of the college activity. ***IiP***
- ‘There is a very inclusive and consultative culture throughout the college’ ***IiP***

Strong Communication

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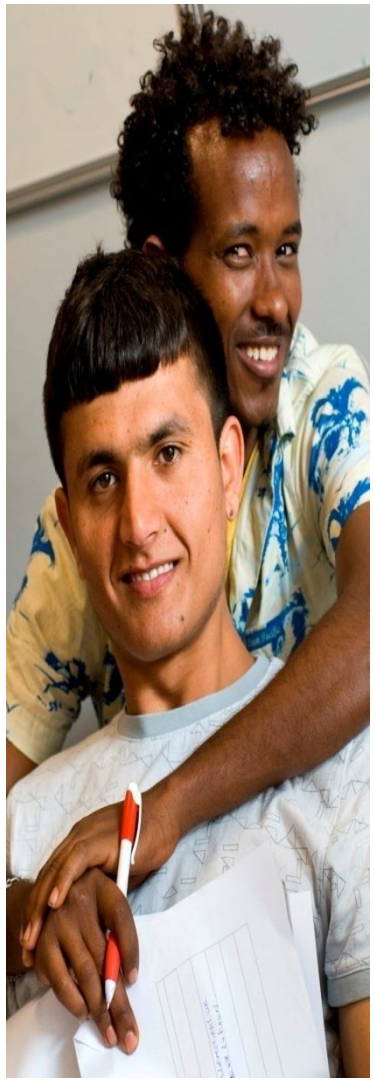
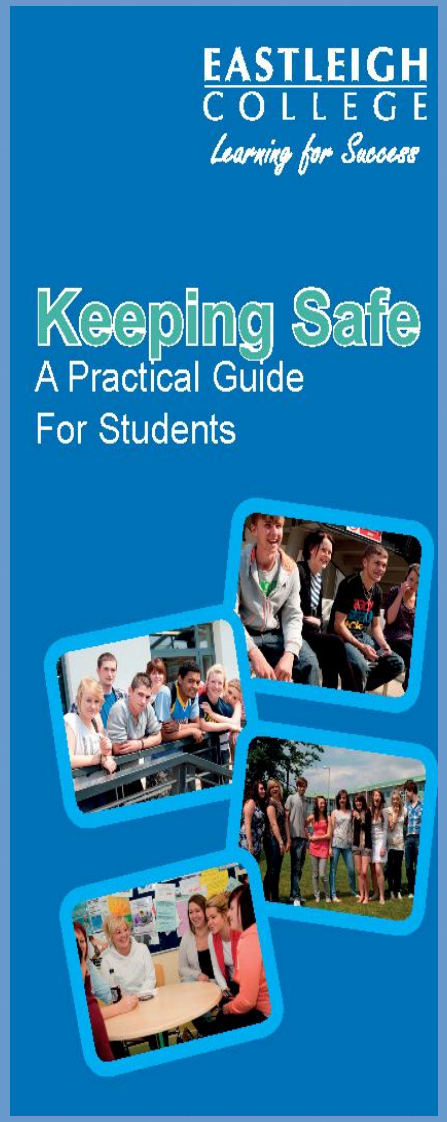
- Staff, Students, Parents, Partners, Community Groups, Special Interest Groups
- Extensive staff training – mandatory and special interest
- Staff Focus Groups and consultation
- Student Forums/consultations – course level and Student Executive
- Learner Voice is active not passive



Safeguarding

Your responsibilities



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Diversity – student support

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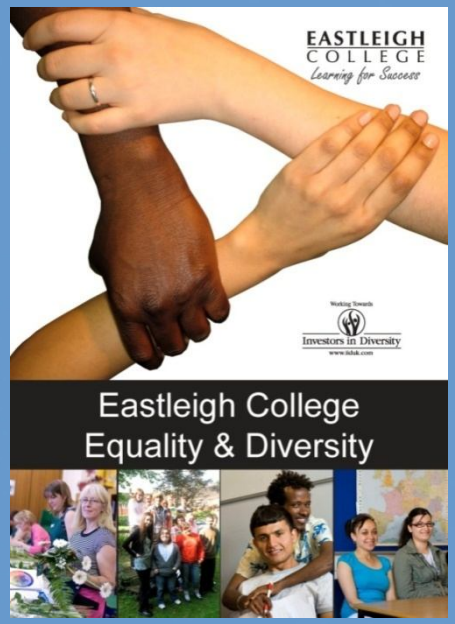

Diversity – staff support

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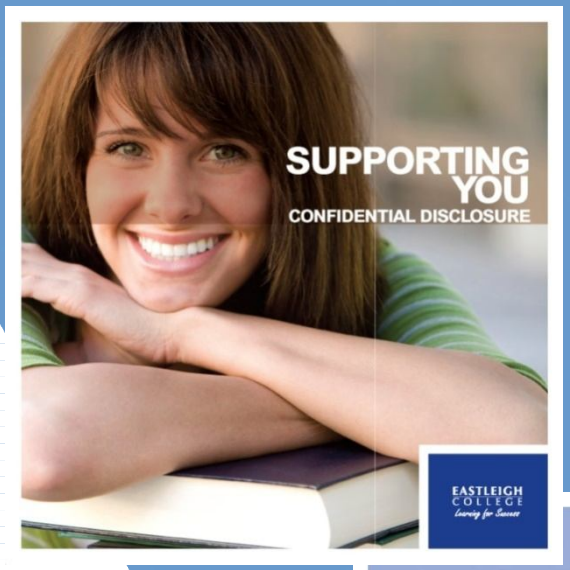

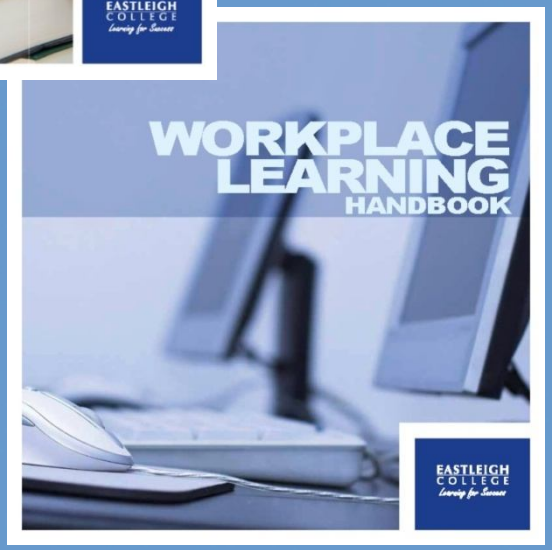

Communication comments

‘The ‘whole’ college approach provides a seamless service to students. Consultation is one of the outstanding features of this service’ ***OFSTED***

Consultation with, and on behalf of, students is extensive and wide ranging. Parents say that consultation exceeds expectation. ***OFSTED***

‘Equality/diversity is also taken very seriously with students…and students attend a range of forums which help raise awareness about E/D’ ***OFSTED***

‘Students say they feel safe in the college environment …because staff care about them.’ ***OFSTED***

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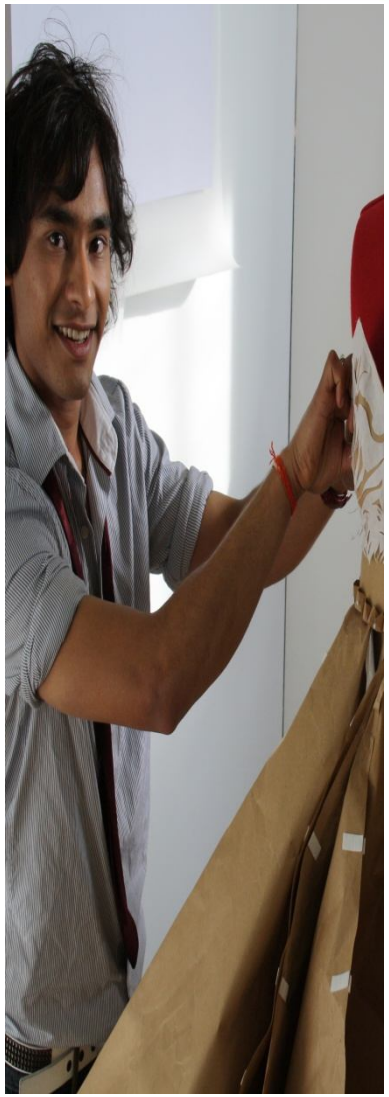

Strong Leadership

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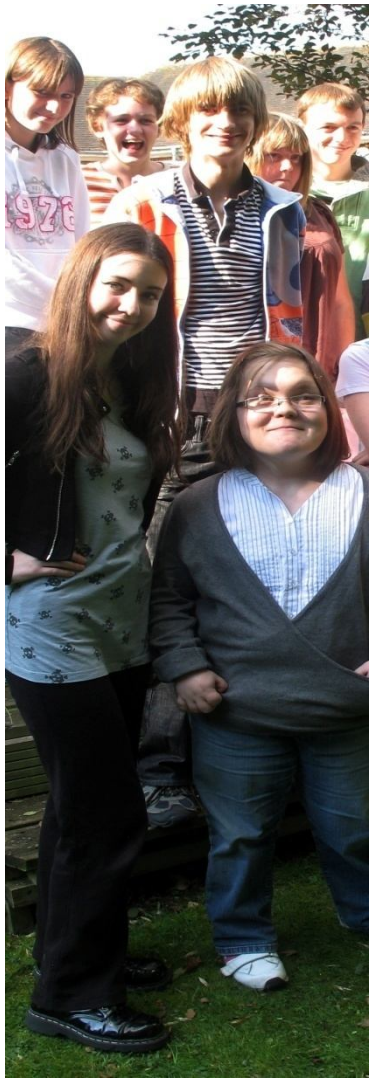
- 3 year cycle of impact assessment of all policies and procedures
- Robust training monitoring and refresh cycle
- Extensive involvement of external groups in monitoring and reviewing processes
- Active networking to establish good practice
- Production of support materials for Employers and Partners, contracts drafted to emphasise E/D and Safeguarding
- Competency-based staff recruitment and rigorous CRB checks and refresh cycle
- Clarity of roles/responsibilities with training support



Leadership comments

The thoroughness of risk management is a strong basis for ensuring that students are safe but not restricted from engaging in learning. ***OFSTED***

'Management systems are robust and evolving to promote and sustain best practice' ***OFSTED***

The College is particularly good at sharing knowledge and good practice. There is a strong commitment and passion for staff development throughout the college. ***IiP, May 2011***

All staff are confident about their roles and responsibilities…. Professional development opportunities are comprehensive and wide ranging. ***OFSTED***

'Anti-discriminatory practice and attitudes are integral to college life. A range of initiatives and the cross-college approach support this. Staff are kept abreast of best practice through attending a range of training courses' ***OFSTED***

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Overall

The assessors were impressed with the culture of the college which can best be described as positive, caring, professional and supportive. The College is extremely inclusive. ***IiP***

'Management and staff are committed to ensuring that students are supported in a non-judgemental environment' ***OFSTED***

Students are respectful of each other. ***OFSTED***

'The diversity of students' needs is highly respected and supported in a range of meaningful ways. The depth of work undertaken for ensuring that individual needs are met is remarkable' ***OFSTED***

'Students' safety is embedded within the ethos of the college' ***OFSTED***

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