

Equality and Diversity Strategy 2019-2022

Redefining Difference

April 2019



Why Equality and Diversity?

We are operating in a time of great change for both the people we help and their communities. This change reflects a variety of possible factors: the rapid gentrification and soaring rents in post-Olympics East London, the rising cost of living and contrasting reductions in state support, or the lower wages of those in entry-level jobs and restricted employment opportunities at the entry point of technology careers.

Equality and Diversity is and has always been the driving force behind our organisation –the cornerstone of our charities’ work; the motivation for our staff; and the measure of our success.

During this challenging economic climate, it is even more vital that ELATT focuses and promotes its core values of inclusion, equality and diversity for the exhilaratingly diverse communities it serves. However, promoting social and economic equality in inner London that lives and breathes so much diversity – in wealth, ethnicity, faith, belief and choice – requires a plan that takes us beyond expectations.

That is the aim of our strategy: **Redefining Difference.**





Why ELATT?

Since ELATT started teaching East Londoners to build computers in 1984, we have been working tirelessly to tackle poverty and social isolation in our city by providing training and whole-person support for marginalised young people and adults.

Our vision is to make London a city where everyone can flourish in their lives, no matter their age, background or circumstances.

As things stand, compared with the rest of the population you are twice as likely to be living in poverty if you have a disability, and three times as likely if you are of African, Bangladeshi or Pakistani background.¹

Mainstream education and support services do not meet the needs of many of the most vulnerable Londoners, locking them out of the skilled employment opportunities that exist in our city and that offer financial security, stability and career development.

That's why we work with people who have been let down by mainstream education, including young people not in employment, education or training; refugees, asylum seekers and migrants with no access to public funds; and people with long term mental and physical health issues, disability, learning difficulties or other barriers to achievement.

In 2019, a quarter of a million Londoners are unemployed-while there are 44,000 unfilled tech vacancies and over 75% of companies face challenges with digital recruitment.²

We are here to connect all the talented and aspirational Londoners who have not had access to the career opportunities they deserve nor the workplaces in our city that need them.

¹ London Poverty Profile 2015, Joseph Rowntree Foundation 2017

² ONS data 2018, Deloitte 20

Our Priorities

Between 2019 and 2022 we aim to:

- Priority 1** **Make learning accessible for young people and adults**
- Priority 2** **Develop a culture of continuous improvement and inclusion**
- Priority 3** **Inspire people to believe in their potential**
- Priority 4** **Empower people and give them a voice**



Our Targets

Priority 1 **Make learning accessible for young people and adults**

We will:

Ensure that the most marginalised people from our communities can access learning and progress in life and work.

Ensure that barriers such as financial hardship, childcare needs and immigration status do not prevent disadvantaged groups from accessing learning.

Ensure that physical barriers do not prevent people from accessing our learning programmes.

Our Actions:

- Actively reach out to and engage the most marginalised members of our community through community, private and local authority networks in the area.
- Provide clear assessment guidelines for applicants and fair entry requirements for courses.
- Offer clear and timely curriculum information in plain English.
- Identify gaps in local provision and develop projects to meet those gaps, sourcing income from diverse sources to achieve this.
- Open the main site until 9 p.m. two days per week to ensure students have the opportunity to engage in additional 1:1 study.
- Ensure we deliver in locations where we are needed.
- Support our students with childcare and travel costs wherever possible and provide a travel / pick-up service in the initial stages of programmes.
- Launch a laptop loan scheme for those without the resources to access IT and digital media from home.
- Develop a Virtual Learning Environment to help and encourage students with wider responsibilities to find the space to learn.
- Ensure that our promotional materials positively reflects the diversity of our students, their achievements, and their collective identity.
- Ensure the website is easy to navigate and access.
- Monitor and report annually on retention, achievement and overall success rates of students by gender, ethnicity and disability.

Priority 2 Develop a culture of continuous improvement and inclusion

We will:

Promote equality and diversity through experiential and practical activity.

Ensure learning and training is student-centred, interactive and prepares people for the real world.

Our Actions

- Ensure students are safe at ELATT and amongst other students and take immediate action whenever there is disclosure of risk.
- Train staff and volunteers in dyslexia awareness; safeguarding; supporting victims of domestic violence and sexual abuse; supporting mild to moderate autism and other learning difficulties; inclusive and interactive learning strategies.
- To train managers and delivery staff, including teachers, in the protection and inclusion of members of the LGBT community, whether students, volunteers or staff.
- To undergo an audit of consistent and inclusive practice in relation to LGBT and the wider Equalities framework.
- Provide all students with opportunities to celebrate & support success in life, work and the community.
- Use Group Profiles for each class to establish the individual support needs of each student.
- Use Schemes of Work to establish strategies to meet those specific individual and group needs, using both direct and indirect means depending on the topic and the existing awareness of the group.
- Implement the Star Outcomes Measurement Tool to measure progress against softer learning and development targets.
- Establish opportunities for meaningful cross-curriculum, enrichment and employability activities, including celebration events, trips, mentoring and 1:1 teaching support.
- Monitor and report annually on retention, achievement and overall success rates of students by gender, ethnicity and disability.

Priority 3 Inspire people to believe in their potential

We will:

Support and promote Equality and Diversity beyond the protected characteristics of the Equality Act 2010¹ by recognising and tackling the impact of Economic status; Prior educational attainment; English and maths and digital literacy.

Ensure Equality and Diversity strategies are appropriate to the diverse communities in which we operate.

Demonstrate the value and potential of each individual through experiential learning and activities.

Our Actions:

- Recognise diversity beyond its legal application, encouraging diversity in the promotion of personal expression regardless of cultural origin.
- Make Equality and Diversity relevant, sensitive and appropriate to the diverse communities in which we work.
- Promote the inclusion and equality of all protected groups, including the LGBT community, on our courses, through Course Induction.
- Promote the inclusion and equality of all protected groups through participation in annual events including LGBT History Month (February), Refugee Week (June), Black History Month (October), Inter-faith Week (November), Living Wage Week (November).
- Help students from disadvantaged backgrounds to access links and support from leading firms in the City of London and London-wide.
- Demonstrate potential through practical examples, learning with professionals and mentors in inspirational environments.
- Ensure all students have the opportunity to engage with our industry partnership programme.
- Facilitate opportunities for the people we help to help others, across age, wealth, gender and digital divides, internally and externally.
- Develop partnerships that enable students to undergo professional coaching and life coaching.
- Publicise success stories and establish role models for high achievement amongst all students, including through social media.
- Promote technical IT courses to women, an under-represented group, through use of role models, case studies and female tutors.
- Work with Hackney Ways into Work and other job-focused partners to support students into employment.

¹ Protected characteristics of the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation

Priority 4 Empower people and give them a voice

We will:

Provide a comprehensive package of services and partnerships that enable each individual to overcome their personal barriers and stand on their own two feet.

Work with local, regional and national government to represent the needs and opinions of our students at policy level.

Our Actions:

- Develop a partnership with a Welfare and Debt Advice specialist agency to provide this support on-site.
- Work with the East London Business Alliance and through our own initiative to develop support services with firms in the City of London and London-wide through our industry partnership programme.
- Work with Citizens UK, our local MP(s) and their parliamentary office to advocate for our students and challenge decisions at external agency level.
- Host local councillors surgery onsite to ensure our students engage with existing political infrastructure through our Equal Voices programme
- Work with AELP, NATECLA, Learning and Work Institute, NUS, techUK & other representative bodies to give our students a national voice.

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