

Equality, Diversity & Inclusion Newsletter



Welcome to our first newsletter!

The purpose of this newsletter is to keep you up to date on Equality, Diversity and Inclusion issues. If you would like us to cover any specific issues in future newsletters,

Please contact Russell Allen or Jackie Lowrie: 01752 348980 or e-mail jackie@focus4training.co.uk.

Useful Links:

<http://www.businesslink.gov.uk> - an easy business support, advice and information service.

www.acas.org.uk - Independent employment relations service.

www.cre.gov.uk - Commission for Racial Equality provides information, advice & guidance on issues of racial discrimination.

Business Improvement with Investors in People - Focus has purchased an informative handbook on Equality & Diversity (really useful websites too) - if you would like to refer to it please see Jackie.

Did You Know?

According to Grant Thornton's International Business report, only 64% of medium sized businesses currently employ women, in senior management positions in UK. In the Philippines the figure is 97% and in China 91%

In attempt to counter this within Cornwall there are additional funds available for women to achieve NVQ's level 3-5 - see B2B issue April 2007.

Learndirect are able to offer staff and learners (over 25 years) the opportunity of FREE skills for life tuition and testing either at home or work via the net or at any of their centres. CMT services at 12 Bell Park, Newnham Ind. Est. also offer staff who take the tests a free 3 day fork lift course! I have contacted most of the centres and they are looking forward to working with us. You should all have a list of the various centres within Devon and Cornwall if not see Jackie.



Learning Agreements

Well done to all of you who have been working with this group of learners. Who, as we are finding, often have issues with authority or learning. Congratulations to those of you who have made such a difference to their attitude by encouraging them to continue with a further qualification or apprenticeship and helping them to achieve (in some cases) their first certificate.

We have been in contact with the **Harbour Centre (drug & alcohol services)** for another supply of their leaflets - will get back to you when they arrive. Jo has also been in contact with **Connexions** who produced a great '**Sorted**' handbook for young people that had all contact details of any advice service with opening times etc - unfortunately it is out of print and we now only have the one copy - please see Jackie.

Translation of Focus Marketing sheet into French - Thanks to the Plymouth Provider Network for arranging this - if you should require a copy of this A4 sheet please contact Jackie.

EMAS - Ethnic Minority Achievement Service funded by Plymouth City Council to improve the achievement of ethnic minority learners in the Plymouth area.

Esther Knight will attend the next team meeting on: **Monday 14th May, 2007 at 1030 till 1130**
This initial visit will be an information overview of what EMAS does within the city. This will then be followed up by regular meetings with Focus staff to look at case studies and keep staff informed of local issues.

Plymouth Centre for Faiths & Cultural Diversity - Watts Road, St Judes, produces a quarterly newsletter which is circulated to all staff - copies are in the EO file in Jackie's office.

The Equality, Diversity and Inclusion team has a core membership of Russell Allen and Jackie Lowrie who meet monthly and invite individual staff members to attend. This is also the case with the monthly Quality meetings. See the yearly calendar for names and dates.

Child & Young Persons Protection Policy

All staff has fully adopted this policy and CRB checks have been completed, if any relevant staff have not yet had a CRB check please contact Jackie.

The learner EO booklets have been changed to include case studies and information related to the questions on the LSC induction website and sent for re-print these should be ready by May 07.

EO profiles which are completed by Focus staff and employers are now added to the Employer database. This enables Focus to monitor employer profiles and advice and support where necessary.

Current EO issues which can be used to engage learners in discussion are recorded at team meetings, if you have any interesting items please inform Jackie, e.g. Big Brother and Size 00.

Up to period 8 (March 07) our recruitment of **Ethnic learners is 4 people** - it is hoped that the meeting with the EMAS will help to resolve this problem.

In the same period there have been 3 **Disabled leavers** of that number, 1 has achieved.

Male to female achievement in Customer service = 4 Males to 8 Females (LSC)
3 Males to 15 Females (T2G)

Overall occupational areas male to female achievement = 9 Males to 35 Females (LSC)
7 Males to 25 Females (T2G)

A whole company Action Plan needs to be put in place to address these issues - would staff who have ideas for improvement please contact Jackie - this will be an item at the next team meeting in May 07.

By 2030 the EU is likely to have 35 million people over 80 - double today's figure - but 18 million fewer under 18s. Taking into account a falling population and a significantly reduced fertility rate, EU analysts have stated that immigration from outside the EU could help mitigate the problem between now and 2025. Further, an EU report in 2005 warned that conventional immigration ebb and flow alone will most likely be insufficient, and 'ever larger migrant flows may be needed' to meet labour demands and help ensure prosperity.

EU social affairs commissioner, Vladimir Spidla describes the challenge: 'This development will affect almost every aspect of our lives. For example, in the way businesses operate and how work is being organized, our urban planning, the design of flats, public transport, voting behaviour and the infrastructure of shopping possibilities in our cities.'