



EQUALITY & DIVERSITY ACTION PLAN 2020-2025

Mission

'We will increase skills through the attainment of vocational and fundamental English and maths qualifications whilst improving learners' employability skills and life chances. We aim to increase employment levels, decrease NEET and meet the skills demands of the learners, Local Authorities, employers and LEP's that we serve.

Values

Maximising learner / customer success and achievement through innovative delivery to improve individual's life chances and / or employment opportunities, in a safe, secure and nurturing environment underpinned by our specific values of:

Respect, Honesty, Trust, Openness, Equality of Opportunity for all.

Vision

Through a socially inclusive approach, we will provide high quality learning and training support, to equip individuals with the skills for future employment, further development and or Further Education.

Nova Training are committed to delivering excellence, providing the best possible experience and effective IAG for all of our learners and staff alike; with a strong emphasis on Equality and Diversity

Introduction

The five-year Equality and Diversity action has been developed through discussions with key staff and outcomes from the 'Learner Voice' meetings. Equality and Diversity, is an agenda item on all meeting agendas, however, the monitoring for compliance and implementation will be through Study Programme regional/centre managers, WBL performance leads, deep dives/development visits, internal inspections and staff observations. It will be updated yearly as to progress.

OBJECTIVE	ACTIONS	RESPONSIBILITY	REVIEWED	IMPACT
1. All imagery should reflect and celebrate the diversity of the Nova community.	a) Continue to ensure learner imagery in publications, display materials, Nova website and internal wall displays reflects and celebrates the diversity of the Nova's learner community.	Marketing manager Managers	Monthly Centre/WBL Meetings Monthly at Learner Voice Forums	A) Learners and external partners visually see that Nova is inclusive of all backgrounds. Nova has attracted learners from all ethnicity and diversity backgrounds.
2. Monitor gender profiles	Continue to monitor gender profiles at qualification level and promote provision through imagery and course literature that challenges gender stereotypes eg. Male hairdressers and female mechanics,	Managers and Marketing manager	Quarterly Performance Plans/Monthly Managers Reports	Higher number of females taking part and successfully completing courses, that are currently male dominated and vice-versa.

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3. Analyse ethnic minority group learner success rate trends.	a) Continue to undertake a qualification level analysis to evaluate success rate trends for ethnic group learners to identify curriculum team plan actions required to ensure any discernible gap analysis is addressed.	Managers	Monthly Managers Reports/Quarterly Performance Plans	Learners achieve in relation to their peers regardless of background of learners and staff.
4. Produce monthly report of outcomes for learners in receipt of additional support.	a) Establish monthly report for the outcomes of learners in receipt of any additional support that integrates with qualification progress tracking to enable targeted interventions of for at risk learners	High Needs Manager	Monthly	Learners that receive additional support successfully achieve and progress well and complete their programme with positive outcomes.
5) Complete quarterly Equality and Diversity report	a) Continue to ensure quarterly Equality and Diversity report is completed and presented to the Board and other key managers to integrate into Nova SAR/QIP.	Quality and Curriculum manager,	Quarterly	Improved E&D awareness across Nova impacting on every learners and staff
6.Ensure Nova as an employer is disabled friendly.	a) Ensure that Nova supports staff to access work related opportunities (within reasonable adjustment)	HR Manager	Ongoing	Ensures that the best candidates are employed regardless of disability

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	<p>b) Ensure Nova has buildings that are accessible (within reasonable adjustment)</p> <p>c) Continue to consider the ethnic minority of staff compared to learners and any impact on learner performance outcomes</p>	<p>Health and Safety Manager</p>		<p>Promotion of disability awareness amongst staff and learners that breaks down stereotypes.</p> <p>Anyone with a disability will be able to access Nova premises (within reasonable adjustment)</p>
<p>7. Ensure that all learners and staff promote British values</p> <p>1. democracy. 2. the rule of law. 3. individual liberty. 4. mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.</p>	<p>a) Embed into induction for all new learners and staff</p> <p>b) Staff to embed where appropriate into the strands of the learner journey</p> <p>c) Centres/WBL to display British Values</p> <p>d) Whilst on programme learners will develop an understanding of British Values</p> <p>e) Embedding – part of wider Prevent Agenda – will be included in Curriculum plans & session plans – monitored by centre managers/performance managers</p>	<p>HR, Learner Engagement and managers</p> <p>Staff</p> <p>Managers</p> <p>Quality team</p>	<p>Ongoing</p>	<p>All staff and learners will understand British values, how they relate to the programme and how they are used in the workplace and in the UK.</p> <p>Learners will know where the relevant information is and how it impacts on them as learners.</p> <p>Improved tutor/coach embedding of British Values</p>

