

EDI PRIORITIES 2017-18

Priorities for 2017-18:	Area:	Links to key objective:
Reinforce the practice of having a minimum weighting of 5 / 5 on our Invitations To Tender (ITTs), where appropriate.	Procurement	<ol style="list-style-type: none"> 1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.
Develop a webinar on writing a tender in response to EDI in an ITT.	Procurement	<ol style="list-style-type: none"> 1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.
<p>Consider the implementation of appropriate recommendations from our commissioned BAME (Black and Minority Ethnic) report:</p> <ol style="list-style-type: none"> a. Implement a programme / strand to help management workforce reflect the learner body in terms of BAME and protected characteristics; b. Implement BAME mentoring to support the delivery of the ETF Leadership Programme; c. Engage all major stakeholders in the development of new sector-wide approaches to tackling inequality in staffing structures, linked to funding, contracting, and inspection; d. Nominate an Equality Lead to engage with equality forums. 	Delivery	<ol style="list-style-type: none"> 2. Help create a more diverse leadership cadre.

Produce SEND guidance for SET members and practitioners aiming for QTLS.	Delivery	1. Help create a more diverse teaching workforce.
Implement appropriate recommended sector needs as highlighted in SEND Programme Needs Analysis Report (Sep 16) http://www.et-foundation.co.uk/wp-content/uploads/2016/10/17280-ETF-SEND-support-for-FE-needs-analysis-v-0.1-Final.pdf	Delivery	1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.
Scope ways in which ETF can support WSUK in their drive to promote EDI through competitions.	Delivery	3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.
Delivery Group to continue with six-monthly moderation meetings of EDI responses to ITTs.	Delivery	1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.
Scope implementation of appropriate recommendation from external BAME report (phases 2 & 3): Ensure that all our courses comply with the Prevent and Equality duties.	Delivery	
Scope implementation of appropriate recommendations from our commissioned BAME report: a. Identify any gaps in the curriculum and appropriate courses, materials and resource for a diverse curriculum through training needs analysis; b. Consider the need for a race equality standard (phase 3).	Research	1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners.

<p>Consider and implement a range of actions to incorporate EDI into the ETF's inward and outward facing communications , including:</p> <ul style="list-style-type: none"> a. Ensure that images on iTuition front covers are sufficiently reflective of a diverse sector; b. Produce specific guidelines for checking partner organisations' materials; c. Produce checklist to ensure diversity in images across all our work / media. d. Ensure our <i>processes</i>, as well as the product of our outputs are fully accessible; e. Ensure we write in Plain English and encourage same in our Delivery Partners, Associates and Programme Assessors; vii. Ensure use of alternative colours, text size, etc. in our digital content; f. Ensure we do not always have 'all white male' panels and events. 	<p>Communications</p>	<ul style="list-style-type: none"> 1. Help create a more diverse teaching workforce. 2. Help create a more diverse leadership cadre. 3. Improve the ability of all leaders and practitioners to support the needs of an increasingly diverse range of staff and learners. 4. Continue to create and support an inclusive and diverse internal workforce.
<p>All EDI actions for ETF staff are featured on a separate internal-facing action plan.</p>	<p>People</p>	<ul style="list-style-type: none"> 4. Continue to create and support an inclusive and diverse internal workforce.