

Learning Providers & Colleges of Over 50 Staff 2012 Winner – Middlesbrough College

Middlesbrough College is a General Further Education College.

The College has a very diverse range of staff and students with varying needs but the most consistent theme is the success of their students. The need to raise awareness, be understanding of each other's needs and removal of barriers between groups is an essential part of the organisational function.

The encouragement of involvement across college activities and celebrations with the differing characteristics being united is part of the training and development to address ignorance and improve equality for everyone.

The College has developed an equality and diversity area on its website which not only keeps staff and students informed of celebrations, activities and events throughout the year but also the wider community and those considering a career or studying at the college in the future.

The diversity of the College's students and staff is recognised in the way they are supported and understood. The college proactively introduces training and events through partnership work between the Additional Learner Support Manager, Student Sabbatical Officer, Student Services staff, Human Resources staff and the Teaching and Learning team has enabled me to develop and provide appropriate training and events to raise awareness in a successful manner. For example:

- 38 staff have completed the level 2 Autism qualification during this academic year with a request for 20 to continue on to the level 3 qualification during the coming year.
- 79 staff across the college have attended awareness raising sessions for working with Autistic learners.
- A Dyslexia workshop organised with an external specialist to support staff who work with learners with dyslexia was attended by 90 staff



equality north east

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- 151 teaching staff have attended a good practice session on Embedding E&D in the curriculum and classroom
- Lesson observations include action planning on the use and opportunity for equality issues in the classroom
- Staff in each directorate have had training in intervention to support the Safeguarding team with some of the less serious issues that arise on a daily basis
- An enrichment planner for working with tutorial provision so that a consistent approach to a diverse range of topics and events can be accessed and celebrated by all.

Staff generally are becoming more openly aware and comfortable with discussing issues and sharing ideas to further develop equality amongst the colleges diverse workforce and students. Training needs relating to equality are more readily requested in order to support the needs of both students and staff.

For example;

Requesting that Guide Dogs be brought into college by a member of staff to explain to students of ethnic minorities how the Dogs support people who have sight impairments. (Traditionally, dogs have been seen as impure by Muslims.)

A request to fund raise during the month of April to support MAIN, a local Autism Awareness charity, with the sale of cakes made by staff and students and a raffle of a cake with the Autism jigsaw ribbon logo made by a member of staff.

Construction staff organised a sponsored bike ride to support Action for Blind raising over £100.

The college's ethnic minority students who represent a similar percentage to that of the local community, although not underrepresented, have brought their celebrations out onto the college 'street' to showcase their different cultural activities throughout the year. This has enabled a better profile and understanding of the diversity of culture within the college.

The college has carried out a substantial equality training scheme which has enabled them to better understand the needs of their staff and students.

For more information about the North East Equality Awards, please visit our website, www.equality-ne.co.uk/awards or contact Equality North East on 0191 426 4399 or email info@equality-ne.co.uk.

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