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CITY OF BRADFORD MDC – EVERY CHILD MATTERS Head Teachers' Conference

Taking 'Succeeding Despite Difficulties' as a central theme, Mole shared personal insights on the changes needed to make inclusive practice work in line with the *Every Child Matters* agenda. She offered participants a range of scenarios and ideas that included a right to be heard, promoting acceptance and belonging, planning bright futures, developing resilience and creating strategies for successful relationships. The group were then invited to scrutinise their own understanding and behaviour and the impact of their own practice, with regard to the wider scope of necessary change.

"Thank you for helping me to make sense of the changes, particularly with respect to special education."

F₄

WORK FOUNDATION – THE METROPOLITAN POLICE COMMISSIONER'S LEADERSHIP PROGRAMME Leading on Inclusion

At the heart of developing sustainable leadership is a need to understand leadership as collective action, not as a personal role or status. This programme calls for people to defeat discrimination by increasing interaction with marginalised groups to strengthen their voice and decision-making power. Such challenges are especially demanding because we are so used to working in hierarchies and dependency cultures, where responsibility is all too often handed to those with rank or status. To be effective, leadership activity needs attention at every level within organisations.

"You said you can't change attitudes set in a lifetime – but you changed mine in an hour! Thank you."

G₂

HARTLEPOOL EARLY YEARS SERVICE Putting Values into Practice

Participants reflected on the impact of the five *Every Child Matters* outcomes by assessing their own inclusive behaviour and practice. New legislation offers a chance to tackle the inequality of opportunity in our communities and aim for fairer behaviour and culture. The conference emphasised the importance of cross-agency work and the *Every* disabled *Child Matters* perspective.

"Thank you for a truly inspirational day - the scores on the evaluation sheets are mostly 10s! I know you give so much of yourself - that's what makes your presentation truly different and special." Sheila Tennet, Area SENCO/Inclusion, Sure Start



Thank you!

EQuality Training's success is testament to the joint effort of our community, our colleagues and our friends. It is our relationship with YOU that makes this work meaningful, worthwhile and rewarding.

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EQUAL

The latest news from EQuality Training

ISSUE 3



Winning with Equality!

Hard hitting ideas, delivered with sweetness!

EQuality Training is pleased to deliver the quality and content you need and demand



Our three key programmes currently address the following broad areas:

Developing inclusive practice

This programme allows participants to secure a clear and personal understanding of inclusion. We explore the fundamental values, share understanding and develop new ideas for improved practice. The programme is rooted in the need to change mainstream practice in order to ensure equality of opportunity for children of diverse backgrounds and abilities.

Inclusion is a right to personal wellbeing within a shared culture of respect and fairness: as teachers, carers and providers we have a clear duty to support the principles of inclusion and equality through our behaviour and practice. Where values are genuinely understood and shared practice is allowed to flourish, both wellbeing and excellence evolve.

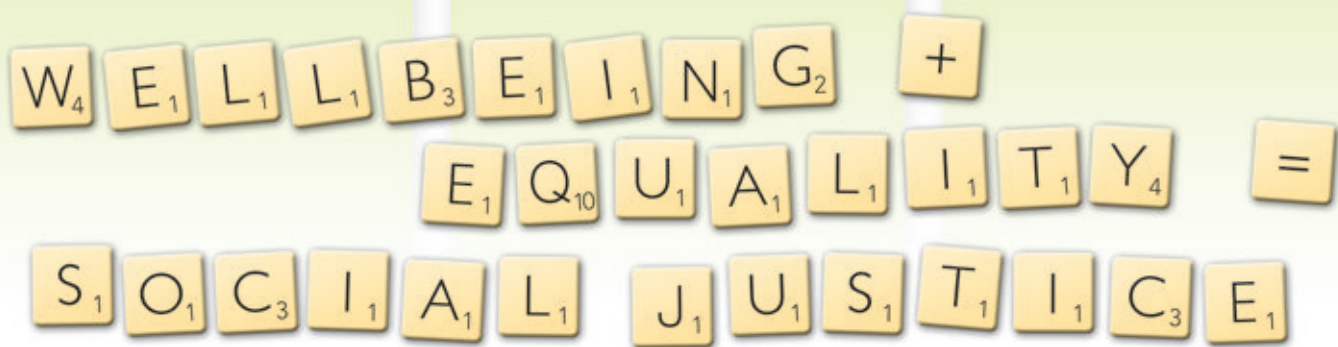
Partnership, communities and equality

To achieve equality we must challenge the status quo by examining the processes that isolate certain individuals and groups. This positive, action-based programme identifies those within the community who are marginalised and seeks to promote their inclusion. It helps participants to view their own community as a whole and celebrate connections and relationships beyond hierarchy and status, giving a deeper understanding of true equality. It equips them with the knowledge and tools they need to research the communities they serve, reach out to alienated individuals and develop policies that support best practice.

Legislation: meeting the challenge

Securing equity in our communities is fundamental to government policy and new legislation in England. This programme delivers a framework for change grounded in relationships and learning rather than policies and structures. It aims to challenge and develop practice that supports the principles laid out in *Every Child Matters* and the *Children's Strategy*.

The programme offers a range of action-focused strategies which can be used in all children's settings, developing good practice by enhancing social justice, equity and inclusion.



**Around the UK:
How EQuality Training programmes work in practice**

A₁ NATIONAL COLLEGE FOR SCHOOL LEADERSHIP
Better Together – Training the Trainer

This two-day workshop examined the main themes of equity, social capital and community leadership. The programme gave participants both the skills and confidence to deliver their own *Better Together* events in their communities. Guided by the *Better Together* methodology, participants worked hard developing ideas that will help learning communities to change and progress. The positive, practical *Better Together* methodology looks set to change the future of conferences and workshops!

“Many thanks to you all for making the two days so valuable and enjoyable. We really got a lot from it and are planning for January onwards.”
Pauline Sanderson, Extended Schools Remodelling Adviser

B₃ SPECIALIST SCHOOLS AND ACADEMIES TRUST
Reaching the Hard to Hear

This programme focused specifically on reducing the damaging stereotypes imposed on those within the community who are most difficult to reach. The scale of change needed to address inequality across the education system is unnervingly large. However, all schools can begin this complex journey by involving specific groups from their own locality, particularly those who are usually ignored or rejected. As long as the bigger picture is clear and the goal is understood, small steps can be powerful tools in transforming communities.

“You started a very valuable debate that was still going on at 4:30 on the final day. It is so important for people to get to grips with difficult ideas and thoughts... I think a lot of people were rethinking the extent to which real change is happening and many people are going back to their schools to challenge the extent to which ideas and concepts have truly been grasped.”
Caroline Maynard, Specialist Schools and Academies Trust

C₃ BRADFORD COMMUNITY HOUSING TRUST
Equality, Diversity and Leadership

Because the cultures that nurture diversity are also vital to encouraging respectful language and behaviour within working teams, they need to be embedded at a personal level. We often think of equality in terms of service delivery – catering for diversity in our client base. However, we must all take responsibility for the culture of acceptance that underpins good working practice. Exploring issues of change within a management context offers positive ways to lead by example.

“Excellent day. Very emotional & personal. Will make a difference in how I make inclusion work and support my staff. I can now lead by example.”

D₂ DURHAM COUNTY COUNCIL EARLY YEARS SERVICE
The Disability Discrimination Act (DDA) - Shared Perspectives

The one-day DDA workshop shatters the dangerous myth that equality is a ‘minorities’ issue. In its place it builds a clear appreciation of the natural difference between individuals. The Durham programme was specifically tailored for those wanting time to understand the legislation to inform and improve their practice and appreciate wider perspectives. They reported that the information was invaluable in moving towards more inclusive practice and policies.

“A valuable course that should be mandatory to all involved in delivering children’s and adults’ services at operational, strategic and managerial levels.”