



HEART OF WORCESTERSHIRE COLLEGE

Equality, Diversity and Inclusion

Annual Report 2018/19

96% of our learners feel they are treated with respect

HOWCOLLEGE.AC.UK
08448 802500


Investors in Diversity



HEART OF
WORCESTERSHIRE
COLLEGE

Our Commitment and Intent



Heart of Worcestershire College has a proactive and positive approach to Equality and Diversity. We aim to go beyond our statutory duty.

Overview of equality legislation

Public Sector general and specific duties:

The general equality duty as detailed in the Equality Act 2010 requires us to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not

Meeting the needs of Learners

Heart of Worcestershire College strives to be an outstanding inclusive college and ensures that learners' needs are assessed and responded to appropriately and effectively. An essential part of the college experience for a learner is to be prepared for working and living in a diverse society.

- All teaching and training resources reflect and promote Equality and Diversity as appropriate to raise awareness and understanding.
- Staff will actively promote British Values throughout college life and empower students to challenge stereotypes, assumptions and discrimination within a culture of mutual respect and tolerance for others.

- Admission processes and initial assessment are used to ensure that the correct support is available to learners at the beginning of their course. Learners are given opportunities throughout the year to disclose any disabilities or other protected characteristic they may have.
- Information, guidance and support is delivered in ways accessible to different groups with protected characteristics and in ways that challenge stereotypes.

A team of qualified personal learning coaches and personal tutors provide support across the college to ensure that all learners are able to access and enjoy their college experience.

Financial support is available to assist learners who may have difficulties in completing their course due to financial reasons.

The Learner Voice process is intended to be a crucial mechanism for understanding and responding to the learner experience to ensure that the college is inclusive in all aspects of the service it delivers.

There are extensive policies in place for equality and diversity that are fully embedded into all procedures and practices e.g. recruitment of staff and learners. The College's observation feedback requires that observers make a judgement on the promotion of equality and diversity within the learning activity. In outstanding lessons there is a high level of the promotion of equality and diversity and teachers demonstrate the ability to continually extend and expand where appropriate.



Investors in Diversity

HoW College successfully gained re accreditation of Investors in Diversity Standard at stage 2.

The National Centre for Diversity Advisor, Fiona McPhail commented;



Evidence which demonstrates HOW College's commitment to EDI can be seen and found in the following;

- Engagement with external events such as Pride
- Wellbeing provision for staff as well as students including counselling support, a Nursery facility and child care schemes and vouchers.
- Enhanced Mental Health Support and training to strengthen student provision
- The students I spoke with were highly complementary about College staff. They believed them to be highly trained and skilled. They highlighted the pro-active approach taken by staff across all groups, not just teaching staff, to ensure that they were achieving to their best and identified a common theme of alertness to their well-being.



Vision and Mission

The Principal, Governors and senior managers have a clear vision and strategy for improving all aspects of the college's work. Senior leaders communicate the ambitions and direction of the college well to staff and students, ensuring that everyone works in alignment with its mission and values.

Our Vision;

The College will be the provider of choice for education, training and learning, delivering across Worcestershire, the West Midlands and nationally within our areas of specialism.

We will be recognised as a college that makes a difference by delivering services through innovation, partnership, co-creation and connectivity.

We will continue to inspire and enable our learners to be successful. We will raise attainment and meet aspirations by developing the knowledge, skills and abilities needed to ensure that everyone meets their full potential.

We will create the skills to advance the economic and social prosperity, adding value to the communities we serve.

College Mission

'Inspire, Innovate, Advance'

We will know we are delivering our mission when:

Students from a wide range of backgrounds and starting points complete their courses, achieve their qualifications and progress into employment or further/higher education.

Students' satisfaction survey feedback is very positive. Staff are willing and able to develop their talents and progress successfully in their careers.

External bodies consistently judge what we do to be inclusive, relevant and to be providing value.

Employers and community groups want to partner with us because they recognise the quality of our provision.

The College operates as a successful business – generating cash each year to reinvest in its education provision.

College Values

The college's four values of: integrity, trust, inclusivity and partnership, serve as the underpinning framework for its mission articulating how the college behave and guides every aspect of the business by demonstrating what the college need to accomplish in order to continue delivering a sustainable and quality offer.

The college values create a long-term cultural foundation for its work, and provide the college with a formula for winning and working together with the college's community, learners and staff.

Our Values

Integrity

Working with honesty and probity; demonstrating openness and transparency at all times.

Placing the interests of our students at the heart of all College activities.

Trust

Inspiring students to achieve success through quality learning and assessment.

Challenging and supporting staff so that they continue to be effective and successful.

Inclusivity

Promoting equality and diversity through inclusive practice.

Partnership

Engaging with Worcestershire's communities to develop stronger partnerships with sustainable benefits.

Listening to our stakeholders in order to provide responsive and informed services.

Our Community

About Worcestershire

Worcestershire is a varied and diverse county that blends industrial and economic strength with awe-inspiring scenery and sites of key historic significance. At the heart of England and close to motorway and rail networks and international airports at Birmingham and Bristol, the county stretches from Bromsgrove, Kidderminster and Redditch in the north, through to the Vale of Evesham in the east and the Malvern Hills in the south. At its heart is the beautiful and historic city of Worcester.

The county has a well-motivated, highly skilled and healthy workforce.
(www.wlep.co.uk)

Bromsgrove

A traditional market town of character, surrounded by beautiful rolling countryside first documented in the early 9th century. Close to Bromsgrove you will find the Clent and the Walton Hills. With just under a million people visiting each year, the Clent Hills are graced with several classically inspired architectural works from around the 1750s. Most of them in the private grounds of 18th Century Hagley Hall, which is open to the public.

(www.visitworcestershire.org)

Malvern

This uniquely beautiful place has more to offer than just landscape, since there is always something happening in the area. There are towns and villages to explore,

whilst our festivals and wide choice of events will give you reasons to visit time and again throughout the year.

Great Malvern is largely Victorian but its roots go back much further. The oldest parts of the town can be seen around the Priory Church which was founded in 1085 when Benedictine monks settled here and built a Priory. The 900 year old church contains some of the finest medieval stained glass in the country.

The Malvern Theatres, situated in the centre of Great Malvern, is one of the leading regional venues for a range of first-rate artistic performances including West End shows.

The famous Morgan Motor Visitor Centre where you can see some of the most impressive of cars. This is the last wholly owned British car manufacturer in the UK.

Authors C S Lewis and J R R Tolkien gained much of their creative inspiration from the area. Many other key figures such as Charles Darwin and Florence Nightingale visited the town to participate in the popular Water Cure treatments that were started by Doctors Gulley and Wilson in the 1800's.

Sir Edward Elgar, the famous English composer was born in Lower Broadheath and was inspired by the Malvern Hills to write many of his most famous works including the Enigma Variations, Caractacus and Pomp and Circumstance Marches.

(www.visitworcestershire.org)

Redditch

A successful mix of old and new. Redditch is home to several historical sites such as The National Needle Museum, ruins of 11th century Bordesley Abbey and the remains



of a medieval moated settlement 'Moons Moat'. Abbey Visitor Centre displays fascinating artefacts from the site's first archaeological dig in 1864 and from more recent digs.

The modern Kingfisher Shopping Centre ranked 20th out of 100 centres in the UK features mosaics by sculptor and artist Sir Eduardo Luigi Paolozzi, a new restaurant quarter, cinema and gym. Outside of the shopping centre, the Church Green conservation area houses the 18th century St Stephens Church, bandstand with events throughout the year, Bartleet Fountain and established open air market. The Edwardian Palace Theatre shows a mix of new and well known acts and along with golf, sports centres, a National standard BMX track, wild life, Green Flag Countryside Parks, bars, restaurants, cafes and bingo hall Redditch is a great place to visit.

(www.visitworcestershireshire.org)

Worcester

Worcester is a beautiful Cathedral and University City with a fascinating history of industry, a wealth of interesting architecture, top class sports teams and venues, an unrivalled selection of high street names and independent boutiques and a vibrant programme of events.

So whether visiting with friends, a family – young or old, there really is something for everyone.

The city is best known for its magnificent Cathedral but is also famous for the world renowned Worcester Porcelain, the piquant Worcestershire Sauce and the most picturesque cricket ground in the country.

Explore The Commandery to learn about our important role in the English Civil War. See a contemporary exhibition at the City Art Gallery and admire the half-timbered buildings in Friar Street. These include Greyfriars' House & Garden and the 500 year old Tudor House. If you prefer to join a guided tour around the city, walks are available every day, morning and evening, from the Guildhall which in its own right is a truly beautiful building dating back to 1721.

(www.visitworcestershireshire.org)

Our Partners



Employers

Equality and Diversity is monitored with our sub-contracting partners on a regular basis through the following methods;

- Audit and compliance visits
- Learner and employer surveys
- Observation of teaching, learning and assessment (including joint observations with partner leadership and management team)
- Review of policies, procedures, strategies and staff development records (areas for improvement are addressed at senior leadership level with action plans agreed, where required).

In addition to the above, the consortium management team provide partners with resources to promote and discuss Equality and Diversity with learners during learning activity and through progress reviews, which check their understanding and monitor their place of work for legal compliance and good practice. It is also worth noting that we deliver training sessions to partners that include the promotion of Equality, Diversity and British Values.

Within College a question bank has been developed to target specific vocational sectors with relevant and current topics for discussion during progress reviews. The outcome of these reviews is monitored through the audit and quality monitoring process. The College observation process will also capture evidence of the promotion of Equality and Diversity during work-based assessment and progress reviews.

A handbook with questions for specific subject areas has been created to help assessors to embed Equality and Diversity into their work. This has been linked to the review document to enable effective tracking. A handbook has also been devised for learners in work based learning to aid their understanding of Equality and Diversity.

In addition the college seeks to develop opportunities to promote Equality and Diversity with all contractors and provide training for external agencies when possible.

Our Partner Agencies

Heart of Worcestershire College (External Agencies) strives to be inclusive in all aspects of the services it delivers and recognises the importance of strong relationships with the community. With this in mind we practice a collaborative approach to keeping our students safe with external agencies.





Our Policies

Equality, Diversity and Inclusion Policy

Equality, diversity and inclusion is central to the college's overarching plans, as set out in its Strategic Plan, and is embedded throughout the college in many ways such as sharing and celebrating good practice and participation and consultation.

The Equality Action Plan sets out the strategy for establishing how the college intends to ensure equality for all and build upon existing practice. It is intended to be flexible to respond to new developments and changes in legislation, and will be reviewed and updated on a regular basis, with the continuing involvement of college learners, staff, partners and community groups. Progress will be reported twice yearly to Corporation and monitored through the Equality and Diversity strategic group meetings taking place each term.

The college strives to ensure that all learners enjoy an excellent experience whilst at college and monitors this by analysing data regarding people with a protected characteristic. The EDIMS [Equality and Diversity Impact Measures] are incorporated into the college's Equality Objectives and are reported on to the Senior Leadership Team and College Corporation.

We will provide equality of opportunity for all of our learners and staff by:

- Taking effective action to prevent discrimination, harassment or bullying;
- Listening to our learners;
- Providing flexible learning and working opportunities to support differing aspirations and goals;
- Promoting equality of access to all college services;
- Taking all reasonable steps to provide a safe, accessible, inclusive and equitable learning environment.

Our Planning

The Heart of Worcestershire College strives to be an outstanding inclusive college where all staff and learners feel valued and respected, having a fair and equal chance to reach their potential.

We aim to respond to the diverse profile of needs expressed by our learners, staff and stakeholders and celebrate the diversity of the college community. We aim to go beyond statutory requirements to ensure our learners, staff and partners have the best experience possible. Through our Equality Action Plan we will work with the college community and beyond to make the college a truly inclusive organisation. We believe that Equality and Diversity is an essential ingredient for overall quality improvement.

The College ethos to Equality and Diversity includes the:

- **Involvement of the various communities of interest** - so that their priorities and concerns can be identified and inform college practice and policy.
- **Data gathering for analysis and monitoring** - to establish what different groups experience in terms of recruitment, retention and success as a student or as a member of staff. Any significant differentials will be further explored and actions agreed accordingly.
- **Raising awareness** - through staff and learners induction, bespoke training and by having thematic weeks to celebrate diversity
- **Action planning** - The college will set equality objectives at least every 4 years to move forward its aim to be an outstanding college. The objectives will be translated into an Equality action plan which will be agreed every year and monitored on a regular basis.
- **Publicise the scheme** - to ensure transparency in our approach and practice regarding Equality and Diversity. This will enable learners, staff and the College's community to be informed of progress and give stakeholders the opportunity to respond.



Equality and Diversity Strategy Group

Heart of Worcestershire College has an established Equality and Diversity Steering Group to lead on the organisation's strategic approach to equality and diversity. Key post holders from across college attend these meetings each term.

This group will:

- Ensure the College meets its responsibilities with regard to its public sector general and specific duties;
- Ensure Equality and Diversity is promoted effectively through teaching and learning;
- Ensure that information regarding Equality and Diversity is communicated effectively to the college community;
- Monitor, review and contribute to the colleges Equality and Diversity Objectives and Action Plan;
- Make recommendations as to how the promotion of the equality duties can be further enhanced and improved through the curriculum and service provision;
- Monitor additional equality and diversity operational meetings to share and develop best practice and ensure whole organisation 'buy in';
- Review and revise the College's Equality Policy annually;
- Contribute to the college's annual Equality and Diversity Report, published in January;
- Monitor the progress made against college EDIMS;
- Monitor any complaints pertaining to Equality and Diversity;
- Champion inclusive practice.

Implementation



Learning Centres

The College has six Learning Centres across the campuses which support students in an inclusive and welcoming environment.

ESOL

The team delivered three presentations to ESOL learners during the autumn term to promote the conversation classes and also the resources and learning centre services available to our ESOL learners.

Following on from the presentations, 12 conversation classes were delivered throughout the spring and summer terms to pre-entry and entry 1 level learners from the Sandycroft Centre. Between 4 and 10 learners attended the classes each week.

Topics such as food and drink, household task and your neighbourhood were covered during the classes alongside activities such as spelling and vocabulary challenges, reading stories and creating stories from photographs.

ESOL Learners were surveyed about the service they receive to support their English skills and responses included:

Does your use of the Learning Centre help with your course?

It helps with my English

How useful is the support you receive from the Learning Centre staff for your college work?

Very helpful

What do you like best about the Learning Centres?

Talking in English and writing on Fridays

The Learning Centres update annually a collection of graded readers that cater for all levels of adult ESOL learners from beginners through to advanced. Graded readers are books that have language level simplified to help second language learners read them. The collection has over 100 titles, of which 8 new titles were added this year.

This year has also seen the first book review undertaken by ESOL L1 and L2. Learners were tasked with reading and reviewing a book title from our collection of graded readers which was then promoted with a large visual display in Osprey Learning Centre. (inc easy reading pic & Osprey ESOL Book Review



Reading Hubs

Within the Reading Hubs at Redditch, Bromsgrove and Worcester, new collections of E&D books have been purchased. This year, new titles have included:

- From Prejudice to Pride – A History of the LGBTQ+ Movement
- Transmission – a real life story that follows Alex Bertie through his transgender journey, coming out to family & friends, battling the healthcare system and the biological journey of changing his body from female to male. Alex Bertie has also actively uploaded videos of his journey on YouTube which have gained a huge following, the book he hopes will also offer much support and understanding to those who are or are not going through the process.

Feminism has also featured in our titles this year:

- What is Feminism? Why Do We Need It and Other Big Questions – this title explains the history of feminism and why it is still so important today.
- Once Upon a Time in Birmingham – Women Who Dared to Dream. This title celebrates 30 ordinary women from Birmingham who were publicly nominated by the launch of a social media campaign to reveal their extraordinary lives and hopes to inspire the next generation of achievers.

These have been promoted within the Reading Hubs alongside signposting to organisations offering help and advice.

Visual Space:

The Learning Centre staff also continue to work closely with the Student Experience team using the visual space to promote

Equality, diversity and inclusion topics and events, all harmonised with the College's calendar of events. Some examples of displays this year were:

- Equality & Diversity
- Healthy Living & Healthy Relationships
- Remembrance Day 100 Years
- National Careers Week
- Fake news
- Safeguarding – Online Safety
- Mental Health Awareness
- Money Matters
- Exam Stress
- Disability Week
- Children in Need
- Dyslexia Week
- Epilepsy Week

In our Worcester Learning Centres we feature daily “On This Day in History” and “Famous Birthdays” displays. This enables us to regularly showcase a diverse range of nationalities, cultures and religions to our learners.

The Learning Centres at Redditch & Bromsgrove have continued to promote an ‘Inspiring People’ board showcasing the achievements of famous individuals from different backgrounds who have inspiring stories. This year the Learning Centres have featured:

- Ellie Simmonds OBE – Paralympian swimmer.
- Haydn Thomas – Birmingham based film maker and knife crime campaigner.
- Imandeep Kaur – Birmingham based entrepreneur who created a crowd funded social enterprise to help disadvantaged people in the city.



Supporting learners with Special Educational Needs (SEN)

Learners are identified early through Open Days and Admissions processes. Close working relationships with local specialist schools enables learners to explore options early and improves their transition to College. Learners identified with additional learning needs and disabilities have their support planned individually. Learners can disclose through the Admissions and Enrolment process or at any time during their course. Teaching staff and tutors will also refer learners for support at any time. These teams provide comprehensive support to learners that meet College values and they actively promote independence and future progression for learners.

Support is provided by a range of Staff, High Needs Support Co-ordinators, Personal Learning coaches, Student Profilers, Learning Support Assistants, Classroom Assistants, Specialist External Agencies and Volunteers.

The High Needs Support Co-ordinators role includes:

Arrange appropriate training for staff as required for specific needs.

Ensure that the college can meet the needs of a student via the consultation process with the Local Authority. Meet with parents/carers to discuss support requirements.

School visits are arranged, we will happily be involved with Year 10 and 11 reviews at

school if and when required.

Help to facilitate the transition work from school into college.

Every student has the opportunity for an annual review, allowing a discussion around the needs of a student, suggesting amendments to the plan if needed and look at the progression for the next academic year.

We also aim to help to facilitate the transition when leaving college, giving advice and guidance as to what happens after college life.

HoW college works closely with Worcestershire County Council to deliver education places to a large number of learners classified as requiring high support needs (normally those learners have an Educational Health Care Plan (EHCP) plan in place). In 2018/19 the College had 229 learners receiving high needs funding from a range of local authorities including: Worcestershire, Swindon, Gloucestershire, Birmingham, Somerset and Warwickshire.

31% of these learners were on 16-19 study programme covering a wide range of academic and vocational areas. 64% of these learners are studying on a SEN course and 5% are on a supported internship programme linked to preparation for life and work. are on a supported internship programme linked to preparation for life and work.



Support for Success

The Support for Success team deliver a model of academic support to students who have declared an additional learning support need. The team primarily consists of Personal Learning Coaches and Learning Support Assistants, alongside Senior Personal Learning Coaches, SEN Profilers and Administrators who work closely to ensure all learners are effectively supported. We support Full Time and Part Time students together with Apprentices. We strive to remove barriers to learning through the use of assistive technology, by ensuring that learners are motivated and strive to achieve the very best academic results, whilst also promoting learner independence and preparing students for the workplace.

The team support students with a wide range of learning difficulties and disabilities, such as: Autistic Spectrum Disorders, Dyslexia, Dyspraxia or Dyscalculia, Attention Deficit Hyperactivity Disorder (ADHD), Communication difficulties, Emotional and social difficulties Physical difficulties, Sensory needs such as hearing or vision impairment & Mental health.

A range of assistive technology and resources are used by Support for Success to support our students such as:

- LADS Plus – Dyslexia Screener
- TextHelp (Read and Write software)
- C-Pen - exam reading pens
- Equipment loan e.g. laptops/ I pads
- Prizmo Go on Ipad
- Text to Speech on Ipad
- Voice dictation on Ipad
- Digital Voice Recorders
- Microsoft Immersive Reader
- Windows speech recognition
- Sticky notes on computer
- Spellzone – www.spellzone.com
- BBC Skillswise - <http://www.bbc.co.uk/skillswise>
- Forskills - <https://www.forskill>
- Coloured Cerium overlays and reading rulers
- Lined coloured writing pads
- Personal dictionary
- Frixion pens, Swan neck pens, Stabilo pens, Pen again
- Tangles
- Conversation cubes, Storey cubes



Higher Education learners

HE Learners

A key part of the HE Engagement Officer's role is to meet the needs of students with a disability. Overall the College has an increasing population of students declaring disability at the point of application.

A student is considered to have a disability or be disabled with the following conditions;

- Long-term physical health condition
- Permanent or long term impaired mobility
- Mental health difficulties
- Specific learning difficulty (SPLD) such as dyslexia, dyspraxia or dyscalculia
- An Autistic Spectrum Disorder (ASD) such as Asperger's
- Hearing or sight impairment

Support can take some or all of the following;

- Meeting the legal requirement to make reasonable adjustments to enable the student to be able to study and access services
- Pastoral and academic support

- Assistance in seeking diagnosis and evidencing of disability
- Assistance in applying for relevant funding including Disabled Students' Allowance (DSA)
- Assistance in ordering and using assistive technology
- Assistance in implementing exam access arrangements
- Supporting curriculum staff by creating and disseminating course profiles

Information evenings are held to explain what support is available for students with disabilities, this includes inviting current level 3 students who will be progressing onto HE courses and external applicants who have identified themselves as having a disability through the application process. The HE Engagement Officer invites identified students to an individual meeting to discuss their needs, including what reasonable adjustments they may require and whether they are eligible for DSA funding and explaining the process of applying. Reasonable adjustments can be physical and environmental adjustments such as holding classes on a ground floor



when a lift isn't available. Other reasonable adjustments relate to teaching, learning and assessment needs, which can include exam arrangements and providing learning materials prior to class sessions. At this meeting, students are asked to complete a Consent to Share document which enables the HE Engagement Officer to create a course profile to assist curriculum staff in supporting the student effectively.

29 students in 2018/19 made successful applications for DSA support with 66 out of 80 (82.5%) students who identified as potentially requiring support engaged with the HE Engagement Officer. The College has established a very effective relationship with the Worcester based assessment centre, WSDAC. The HE

Engagement Officer can access their booking system for appointments for the DSA needs assessment meeting. For those students who are not eligible for DSA funding, support is provided in terms of reasonable adjustments, 1:1 meetings and assistance with arranging independent assessment of a suspected SPLD. This year two students on level 3 courses progressing to the University of Worcester were identified who needed support to obtain DSA support. Support was provided to enable them to attend the Disability and Dyslexia Service Applicant days and subsequent testing. It gave them the opportunity to look at the university facilities at a time when the campus was quiet and non-threatening.



Quality

Equality, diversity and inclusion is monitored during all observations of learning and the observer is fully trained to provide detailed feedback to enable the teacher to recognise strengths and areas for improvement. Advanced Quality Practitioners provide one-to-one support for staff who fail to provide good to outstanding support for all their learners and all staff have access to the Quality department's Teaching, Training, Learning and Assessment (TTLA) Moodle site where there is a designated section for Equality and Diversity. Staff can access a range of resources and presentations. The Teaching and Learning strategy provides the framework for promoting high-quality provision that advocates thoughtful and considered curriculum design, delivery, assessment and learner support for all.

The Quality department actively promotes Equality, diversity and inclusion through self-evaluation procedures within the undertaking of regular Sector Subject Areas (SSA) reviews where a range of evidence sources is presented including;

- Feedback from learners
- Equality and diversity prompt on the Observation of Learning feedback
- Findings from external verification reports, Ofsted and external examiners
- Analysis of performance indicators relating to student retention, attainment and progression
- Questions to academic and support teams
- Do you know where there are equality gaps within your programme/course?
- How do you know what you are doing will make a difference to students with protected characteristics?



Training

151 staff received equality and diversity training face to face .

Staff Training Feedback

Excellent

Very informative and interactive session. Smaller group made it easier to take everything in and get involved.

Excellent

Excellent Presentation

Excellent

A good short course covering all elements of Equality and Diversity. Well delivered and interactive.

Excellent

well delivered and engaging session. A good way to understand the college policies.

Excellent

This training has allowed me to develop my Equality and Diversity understanding.

Excellent

Well presented E & D training course, very informative with group participation. Would highly recommend.

Marketing

The marketing team have been actively promoting Equality, diversity and inclusion in their publicity and promotional work. Particular attention has been taken to reflect the diversity of the college on all promotional material. Prospectuses and literature include supportive information and inclusive images.

The Impact

Ofsted

Evidence of good equality and diversity practise was evidenced in the February 2018 Ofsted report.

Summary of key findings

Learners and apprentices are courteous, well behaved and respectful of one another; they benefit from and actively contribute to a positive and inclusive culture evident across the college. Learners for whom the college receives high-needs funding and those in, or leaving, care receive high-quality support that enables them to achieve very well.

Personal development, behaviour and welfare

Staff set high standards of behaviour in classroom sessions and in the workplace, which contribute to an inclusive and harmonious atmosphere throughout the college. Learners' and apprentices' behaviour and conduct around the college campuses and in learning areas are good. They take pride in their achievements and are respectful of their peers and the staff that support them. Learners work collaboratively, take part in discussions and peer assessments, and listen sensitively to each other's views and opinions.

Curriculum

HoW College has a diverse and broad range of learning opportunities. There is provision for learners from 16 upwards. There are FT and PT routes for adults returning to education including Access programmes, ESOL, Maths and English, community courses and through the IT Skills Centres. There is a specialised inclusive learning department support Special Educational Needs (SEN) learners and the College plays an active part in supporting the NEET agenda through its development of Prospects, Sports and Services, IT and Media and Care

courses. In addition to this, the provision of mainstream Entry 3 and Level 1 programmes allow the progression of learners to FE who haven't managed to achieve in a school environment.

Tutorial

Group tutorials across HoW is being delivered to FT learners at all levels. Comprehensive induction programmes are in place to ensure learners are aware of the college values, the Student Standards and the support that is available.

The tutorial framework is a key driver for developing learners understanding of Equality, diversity and inclusion. There have been specific sessions delivered for learners on Equality, diversity and inclusion issues, health and well-being and Citizenship.

Financial Support

Effective financial support packages are in place to support learners and the College effectively manages its free college meal programme.

91% of learners who received financial support were retained for 2018/19.

The retention rate for learners who received the 16-19 vulnerable bursary was **83%**.

Welfare Support

The Welfare service safeguards and supports the welfare and mental health needs of learners, to empower them to build resilience and confidence to make positive decisions and to fulfil their ambitions and achieve their goals.

The support is tailored to meet the learners' needs. This can include low level support for coping strategies, to liaising with mental health services due to a student attempting to take their own life.

Vulnerable learners are identified from application and throughout the year, with

targeted cohorts, such as Care Experience, those living independently aged 16-18, young parents or young carers receiving extended monitoring of their retention on the course and achievement.

In 2018/19 1,106 learners were supported for a welfare, safeguarding or mental health need.

Emotional wellbeing (34%), anxiety (22%), suicidal thoughts/attempts (10%) and low mood (9%) were the main reasons for students accessing support accounting for 75% of mental health interactions. This shows a 9% increase in emotional wellbeing, 2% increase for anxiety and 6% increase for suicidal thoughts/attempts. Of the 170 learners with an identified safeguarding concern 36 (21%) were because of mental ill health. Analysis of these results have determined the Welfare Team's Quality Improvement Plan (QIP) objectives for 2019/20 and was instrumental in the Suicide Prevention Continued Professional Development (CPD).

Student Experience

The Student Experience Team promote and support Equality, diversity and inclusion across college.

Staff working in the Student Union Bureau (SUB) find that they are in a unique position, being in a recreational space, to influence learner's views and challenge discrimination in an informal and supportive way. Students are relaxed and in a good frame of mind to listen to other views.

The team celebrate and promote particular key dates in the calendar, with a range of display and activities taking place in the SUBs and around campus. For example campaign weeks, Mental Health & Resilience, Citizenship, Equality and Diversity, Prevent and LGBT Pride.

Fresher's and induction are a key time for learners and the team work closely with external agencies actively promoting the support that is available for learners.

Inclusive Events

The College has over 1000 learners participating in learning in the community. The College provides a variety of courses ranging from cookery for people with mental health issues to maths for learners who have been out of education for a long time. Community learning also includes recreational sessions such as keep fit, flower arranging and creative crafts. The sessions target some of the harder to reach groups in the community and provide the perfect bridge for coming into the main college. These sessions are flexible and meet the needs of our diverse local community.

The College provides healthy living sessions in the local community centres and respects the religious needs of participants.

HoW College participates in the Christmas tree competition at Worcester Cathedral. Learners across college participate with tree decorations, which either represent their course or represent their achievements.

The Students' Union organised and ran HoW College pride. The purpose of the event was to raise awareness of support available internally and externally for learners who identify as LGBT.

Weekly activity sessions are run in the SUBs for the Inclusive Learning department. This not only enhances communication skills, dexterity and cognitive ability, it also allows the learners to use the space and gain confidence to continue to use it during their free time.



Student Feedback

Of the 1,569 learners who completed the Arrivals Survey 2018;

- | | | | | | |
|--------------|---|------------|---|------------|--|
| 95.5% | feel they know where to go for support. | 96% | feel their learning environment makes them feel welcome and safe. | 96% | feel they are treated with respect in College. |
|--------------|---|------------|---|------------|--|

Of the 1,088 learners who completed the Satisfaction Survey 2019;

- 92%** benefit from teachers using different approaches to help me learn.



Campaigns

Mental Health and Resilience

Building resilience and promoting positive mental health were the main focus for this campaign. Learners were given coping strategies to use when stressed; doodle stations were set up in each of the SUB's to encourage mindfulness drawing and learners could make their own stress balls. The benefits of physical activity on positive mental health was promoted with learners being able to participate in yoga and Zumba sessions as well as pop up session from a local gym. All learners were encouraged to wear yellow for Hello Yellow day in support of the Young Minds charity. Learners were asked to complete pledges to state how they were going to support positive mental health. Responses included:

- "Keep yourself in a quiet room close your eyes and relax, to reflect on the negatives and about the positives"
- "Go out and do exercise to burn out all the anger and frustration in you"
- "I pledge to accept, in myself and others, that its ok not to be ok"
- "I pledge to be mindful of others... you can't always tell just by looking at someone what they are feeling inside"
- "I pledge to be compassionate to others... and to myself"

Learners also participated in the Tea & Talk national campaign to encourage people to talk about their mental health. Learners fed back that they enjoyed the session and felt they had learnt more about mental health and resilience.

MENTAL HEALTH RESILIENCE WEEK 2018 8TH-12TH OCTOBER

MONDAY 8TH OCT
DOODLE STATIONS
(ALL WEEK)
SUB WORCESTER, REDDITCH, BROMSGROVE, AS WELL AS THE LEARNING CENTRES IN WORCESTER AND REDDITCH

MAKE YOUR OWN STRESS BALL STATION
(ALL WEEK)
SUB WORCESTER, REDDITCH, BROMSGROVE

MENTAL HEALTH PLEDGES
PRIZES FOR THE BEST PLEDGES

TUESDAY 9TH OCT
YOGA
WORCESTER, ALL SAINTS SUB 12PM – 1PM

ZUMBA
REDDITCH, FUNCTION ROOM 1.30PM – 2.30PM

To book a place please email studentexperience@howcollege.ac.uk

WEDNESDAY 10TH OCT
#HELLOYELLOW
WEAR YELLOW TO RAISE MONEY FOR YOUNG MINDS CHARITY – ALL CAMPUSES

TEA AND TALK
SUB WORCESTER AND REDDITCH 11.30AM – 1.30PM

THURSDAY 11TH OCT
PURE GYM
SUB WORCESTER AND REDDITCH 11AM – 1PM

FRIDAY 12TH OCT
WELLBEING QUIZ AND MENTAL HEALTH PLEDGES
SUB WORCESTER AND REDDITCH 11.30AM – 1.30PM

For more information please email studentexperience@howcollege.ac.uk

SU STUDENT UNION

UNIVERSITY OF WORCESTER

MENTAL HEALTH RESILIENCE WEEK 2018

SU STUDENT UNION

UNIVERSITY OF WORCESTER

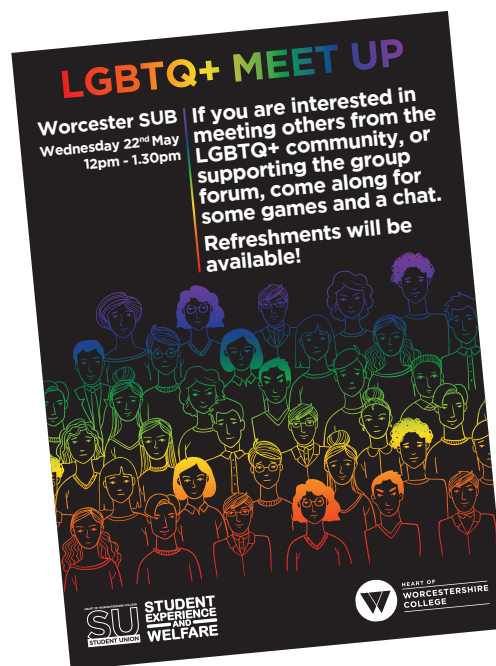
Disability

The disability campaign ran for one week in November. Learners participated in quizzes and competitions. Learners were also asked to participate in activities where they were blindfolded or using one hand to highlight the challenges that may be faced by people with disabilities.



LGBTQ+ Meet Up

The Student Experience and Welfare Team created a forum to support students from the LGBTQ+ community. Learners were able to meet and share their stories in a safe place. As well as it resulting in friendship groups, it also was an opportunity for staff to signpost students to external agencies for further support.



Healthy Relationships

The focus of the Healthy Relationships campaign was to enable learners to understand equitable relationships, power and control and appropriate behaviour. Learners participated in activities that highlighted positive and negative behaviour, how to recognise power imbalance in a relationship and where to go for support. Public Displays of Affection (PDA) sessions were also delivered. Discussions were held about male views of females and inappropriate remarks about same sex relationships. The emphasis to learners was based around respect, trust, honesty and communication.



Volunteering

The benefits of volunteering were promoted throughout the week and displays were developed to share volunteering experiences of HoW College staff. Local, national and international volunteering opportunities were highlighted with guest speakers engaging with learners about how to get involved.

Charity Fund Raising

Throughout the year students and staff champion charities to raise much needed funds by participating in fundraising activities. This not only supports the charities, but also educates our learners on the importance of supporting the local community and charities to enhance the lives of others. A total of £2,120.93 was raised during the year for 17 different charities.

MacMillan	£512.78
Wear it Pink	£75.86
Young Minds	£35.57
Children in Need	£50.68
Save the Children	£174.60
Alzheimer's Society	£67.05
Ronald McDonald House	£95.00
Acorns	£77.80
New Hope	£75.00
Comic Relief	£152.86
Indigo Arts	£90.50
MIND	£53.87
WWF	£79.62
Cash 4 kids	£7.66
Primrose Hospice	£264.45
What makes you different makes you beautiful	£127.79
Rainbow Trust	£179.84

HoW College student goes the extra mile!



Heart of Worcestershire College's (HoW College) CARE student, Zara Bradbury, raises £200 for St Stephens Care Home during her work experience.

St Stephens Care Home, part of Gold Care Homes, provides care for 65 residents. Based in Droitwich, the care home's services range from respite to end of life care.

As part of her Level 1 CARE course, Zara completed 70 hours of work experience with the company. However, she didn't stop there; during her placement she set up a 'Go Fund Me' page online to help organise a visit from Animal Mania for the residents.

Talking about Zara's efforts, Head of Care, Sharon McDougall-Preece said:

"My activity Co-ordinators were talking about getting some animals in for the residents but stated we had to wait until we had raised some money. Zara then took this onto her own back and raised £200 for St Stephens, so we have been able to book a company called Animal Mania to come in and show some animals to our residents."

Hairdressing students are a cut above the rest!

Heart of Worcestershire College's (HoW College) Level 3 Hairdressing students were a cut above the rest as they successfully organised and hosted a charity fundraiser to help raise money for Rainbow Trust, a charity that supports families with a seriously ill child.

The students planned and prepared a charity day where they did a cake sale, raffle and completed hair styles for donations.

As well as months of preparation, the students also managed to raise £179.84 for the Rainbow charity.

Congratulations to everyone who took part and supported the event!



HoW College students raise the stakes!



Congratulations to Heart of Worcestershire College's (HoW College) Level 3 Travel and Tourism students who have raised £970 for a number of local charities including: St Richard's Hospice, Grace Kelly Foundation and Macmillan Cancer Support.

As part of their course, Worcester students worked together to plan, organise and manage a number of exciting events including a disco, raffle, quiz and cake sale, donating all proceeds to the aforementioned charities.

Talking about the events, Level 3 Travel and Tourism student, Dominika Wilczynska said:

"Our group did their fundraiser for St Richard's Hospice as part of our course's events unit. We decided to do a karaoke night with a disco which has raised £458.20 for the charity.

The event itself went absolutely amazingly, lots of our family and friends attended and supported us with the project, which was fantastic."

Talking about the skills the unit taught her, Dominika added:

"We definitely learnt how to work as a team, we also learnt a lot about ourselves and what it takes to become a good leader."

Hairdressing students are a cut above the rest!

Before half-term, Heart of Worcestershire College's (HoW College) Archers Restaurant hosted an Eastern themed evening to raise money for local singing and performance charity, Indigo Arts.

Based in Redditch, Indigo Arts has funded highly successful projects, performances and workshops in all areas of performing arts disciplines. With over 100 children, young people and adults registered in regular provision, the charity encourages the development of creativity and the arts within community settings and education.

The evening was organised by HoW College's Level 2 Hospitality and Catering students, who created a mouth-watering menu, arranged a prize packed tombola as well as helped to prepare and serve food to customers on the night.

As well as delicious food, guests were also treated to a performance from Indigo Arts choir and a professional violinist, Alesia.

Talking about the evening, Hospitality and Catering Lecturer, Elaine Wroblewska said:

"The students worked really hard to put the evening together, from decorating the restaurant, arranging the entertainment to serving guests on the evening. They should be really proud of their efforts as the night was fantastic and raised £93 for Indigo Arts."



HoW College Students STEP up for local charity!

This week, Heart of Worcestershire College's STEP students gave back to their local community by donating items to local charity, St Paul's Hostel.

The Worcester based hostel, has been helping the homeless within its local community since it was established in 1977. The organisation has 46 single rooms as well as a number of accommodation units across the city centre, providing vulnerable people with a place to stay. It also provides individuals with the support and guidance they need to get back on track and recover from trauma.

As part of their community project, students from HoW College collected a number of items, from tinned food to clothes, and delivered them to the charity on Monday 17th June.



Talking about the project, Learning and Skills Development Office – STEP, Melissa Williams said:

“I am extremely proud of the students. They were given the brief to complete a community project and they decided to help people who are less fortunate than themselves by collecting and donating items to St Paul's Hostel.

The STEP class are extremely grateful to everyone who donated items and packages, it has made a huge difference to the residence at the hostel.”

HoW College Students Premier Videos for Age UK!

Heart of Worcestershire College's (HoW College) TV and media students, support an amazing cause during their work experience with Age UK Bromsgrove, Redditch and Wyre Forest (BRWF).

Following the success of last year's 'Bromsgrove Men In Sheds – A Closer Look' campaign the students jumped at the chance to film and edit two short videos to promote the excellent work of the Befriending Service at Age UK BRWF. Both videos successfully premiered at HoW College last week to a selection of people who already benefit from the service.



The videos will be displayed on the organisation's website and social media pages to promote and raise awareness of the service.

The Befriending Service at Age UK BRWF is one of the ways the charity try to combat loneliness in later life. As part of the service volunteers can either visit or call an older person. The service is about developing friendships and breaking down barriers that benefits both parties.

Speaking at the event, Trevor Hughes, Chair of Age UK BRWF's Board of Trustees said:

“On behalf of Age UK BRWF, I would like to thank and congratulate the students on the amazing films that they have produced.

HoW College teams up with the Primrose Hospice

Heart of Worcestershire College's (HoW College) Special Educational Needs (SEN) students have raised over £500 for the Primrose Hospice working in an onsite shop at the College's Peakman Street Campus, Redditch.

The shop, which opened in November 2018, was exclusively open to the College's staff and students and sold everything from clothes and board games to DVDs and trinkets, supplied by the Primrose Hospice.

As part of their work experience, the students took responsibility for restocking and pricing products, as well as greeting and serving customers.

Talking about the project, Work Placement and Supported Internship Personal Learning Coach, Annette Gardner said:

"The shop has given the students a fantastic opportunity to learn about how a business operates, and allows them to gain work experience alongside their courses.

I am so proud of the students and the money they have raised for the hospice. This experience has helped them gain confidence ready for their future courses."



Harvest Festival with a twist



Every year Heart of Worcestershire College's (HoW College) Bromsgrove based nursery, New Beginnings, hold food collections to celebrate the Harvest Festival. This year the Nursery decided that the collection will go to a worthwhile cause that is close to the College's heart, The Basement Project.

The Basement Project is a charity, situated in Bromsgrove, that provide a drop in centre and support around the North Worcestershire area for people who are homeless or facing homelessness. Their work is endless, providing much needed help and support to 16-25 year olds.

Commenting on the decision to donate this year's harvest to The Basement, New Beginnings Nursery Nurse, Dawn Walton said:

"The Basement Project has helped so many people, including some of our students. With it also getting close to Christmas this would be much needed supplies for their cause. I am over the moon, we've had such a great response in the past two days. We cannot thank our nursery parents enough. '

The College would like to say a massive thank you to the staff at New Beginnings and to those that donated supplies to this year's harvest.

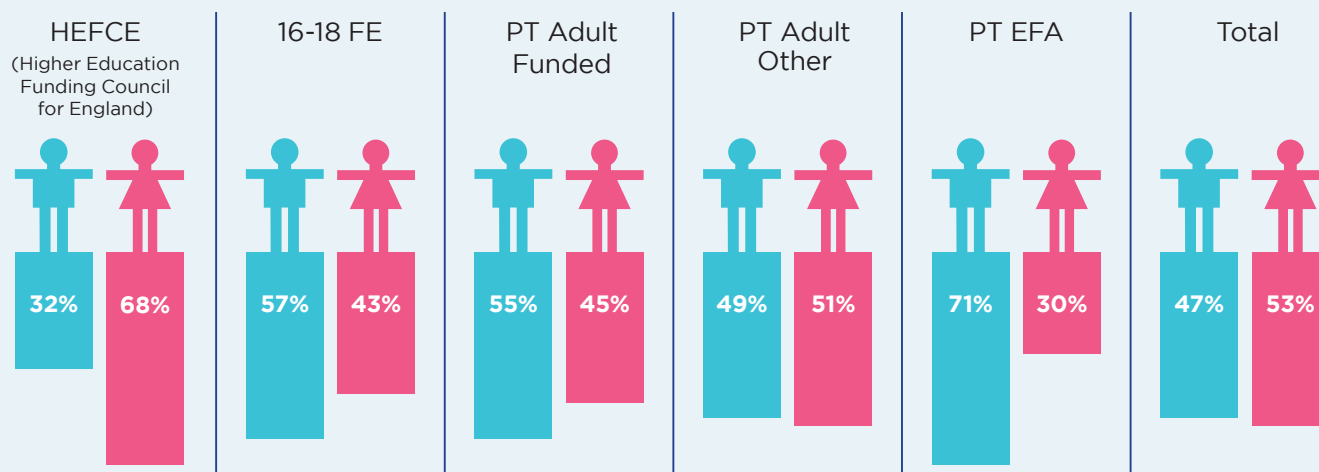
Our Students

Students Profile 2018/19

Overall Student Cohort position for HoW College students 2018/19 (classroom based)

Students by Gender

There is a slight majority of female learners enrolled at HoW College overall at 50.9%. Higher Education and part time FE adult courses attract more females, whereas part-time 16-18 provision attracts more males.



Students by Ethnicity

Heart of Worcestershire College continues to attract learners from Black and minority ethnic (BME) communities. This is reflected in the student cohort profile.

Demographic profile of residents of Worcestershire

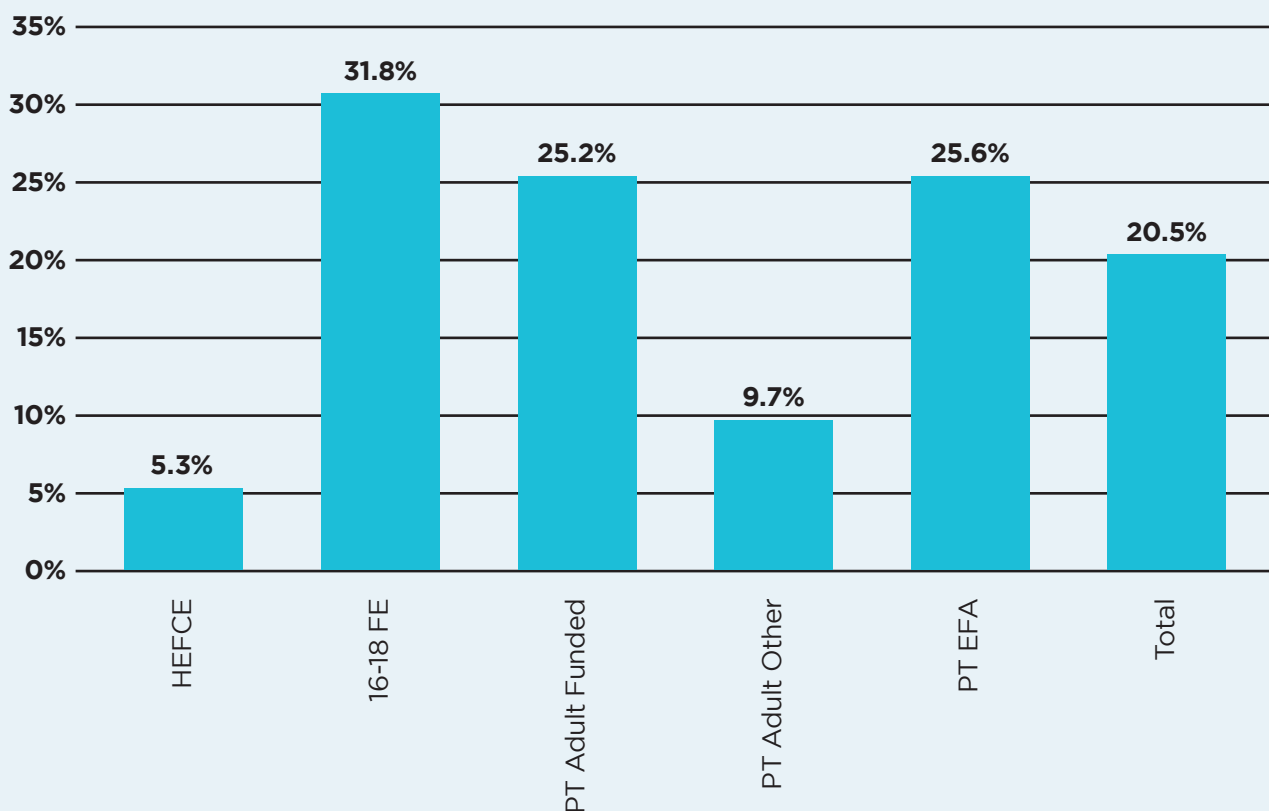
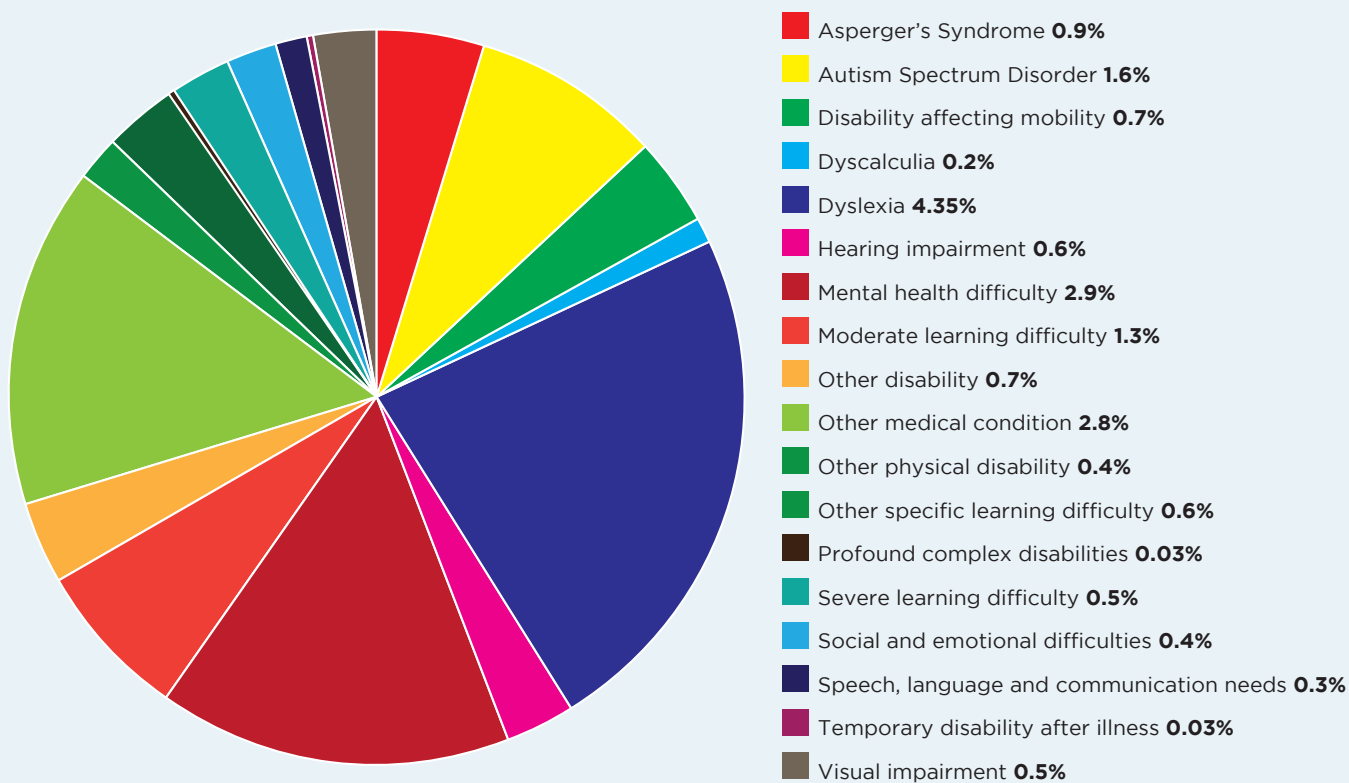
(Worcestershire Demographic Report-Census 2011)

White	542,058	95.7%	British Mixed	7,045	1.2%
Asian or Asian British	13,741	2.4%	Other	953	0.2%
Black or Black British	2,372	0.4%			

	White	Mixed	Asian	Black	Other	Unknown
HEFCE	86.2%	2.1%	6.1%	3.5%	0.4%	1.7%
16-18 FE	92%	3%	3.6%	0.9%	0.3%	0.2%
PT Adult Funded	83.8%	2.1%	9.5%	3.7%	0.8%	0.1%
PT Adult Other	91.7%	1%	4.9%	1%	0.5%	0.9%
PT EFA	82.2%	4.7%	12.4%	0.8%	0.0%	0.0%
Total	88.9%	2.2%	5.7%	2%	0.5%	0.6%

Students by disability

20.5% of our overall learners declared having a disability, difficulty or medical condition.



Our Staff



The HR department has created and updated a number of key policies to continue to contribute and support the College's approach to Equality, diversity and inclusion.

Employee Well-Being and Stress Policy

The Employee Well-being and Stress Policy strives to support the ethos of health and well-being and to create a positive culture in a safe, healthy and balanced working environment. Health and well-being initiatives are designed to provide employees with advice, guidance and resources to enable them to maintain a healthy lifestyle. These initiatives include:

- Health MOTs provided by the local NHS Trust/occupational health services;
- Themed weeks which are dedicated to topical health related themes such as quit smoking, weight management, diabetes awareness and emotional health;
- Health surveillance for relevant staff in at risk work areas;
- Workstation assessments;
- Free eye tests and eye-care vouchers for Display Screen Equipment (DSE) users.

In addition to these the College uses an occupational health service to support employees on a range of health issues and an Employee Assistance Programme which offers a free and confidential service offering professional counselling, information services, debt management and legal help. The service operates 24 hours a day, 365 days of the year.

Prevention of Harassment and Bullying Policy

The Prevention of Harassment and Bullying Policy provides a common procedure for dealing with all incidents and complaints of personal harassment or bullying, whether based on race, gender, disability, learning difficulties, belief, religion, age, maternity or sexual orientation and on the grounds of that individual's membership or non-membership of a trade union.

Special Leave Policy

In keeping with the ethos of the college serving its community, staff are able to request paid time off work in order to undertake volunteer work.



Themed Staff Activity Day dedicated to Mental Health and Wellbeing

There has been an emphasis on staff positive mental health and wellbeing with a staff development day being dedicated to wellbeing. Sessions included:

- Developing a resilient mind-set
- Financial Planning
- Relaxation and Reflection sessions
- Able Futures Mental Health initiative
- Indian Head Massage
- Indian Snack making
- Financial Support via Skipton

Support for staff

Launch of the College's Mental Health Champions initiative, whereby we will have selected members of staff who can be the first port of call for someone concerned for their own mental wellbeing, or that of a colleague.

The College now has 9 Mental Health Champions across the 4 campuses that can guide and offer support to staff who may need it.

Mental Health First Aid training has also taken place 19 managers attended the training across both campuses.

These sessions focused on:

- The relationship between mental health and the workplace
- How to approach an employee you are concerned about
- How to help the individual to understand what may be causing their problems and take some ownership
- How to consider reasonable adjustments and support in workplace

Gender Pay Gap

The College is committed to closing the gender pay gap. The following are some of the actions we will pursue in order to do this.

- Work towards removing the gender bias associated with certain roles and contract types.
- Better communications with the education sector network channels to understand how other colleges are tackling their gender pay gap challenge.
- Explore the possibility of encouraging more diverse working patterns, such as compressed hours, occasional working from home, flexible working arrangements. This will be more appropriate in certain departments within the College.
- Encourage the uptake of Shared Parental Leave.
- The roll out of Unconscious bias and Diversity training
- Leadership development training. Leadership development programmes aim to teach qualities including management skills and self-confidence.

Staffing profile

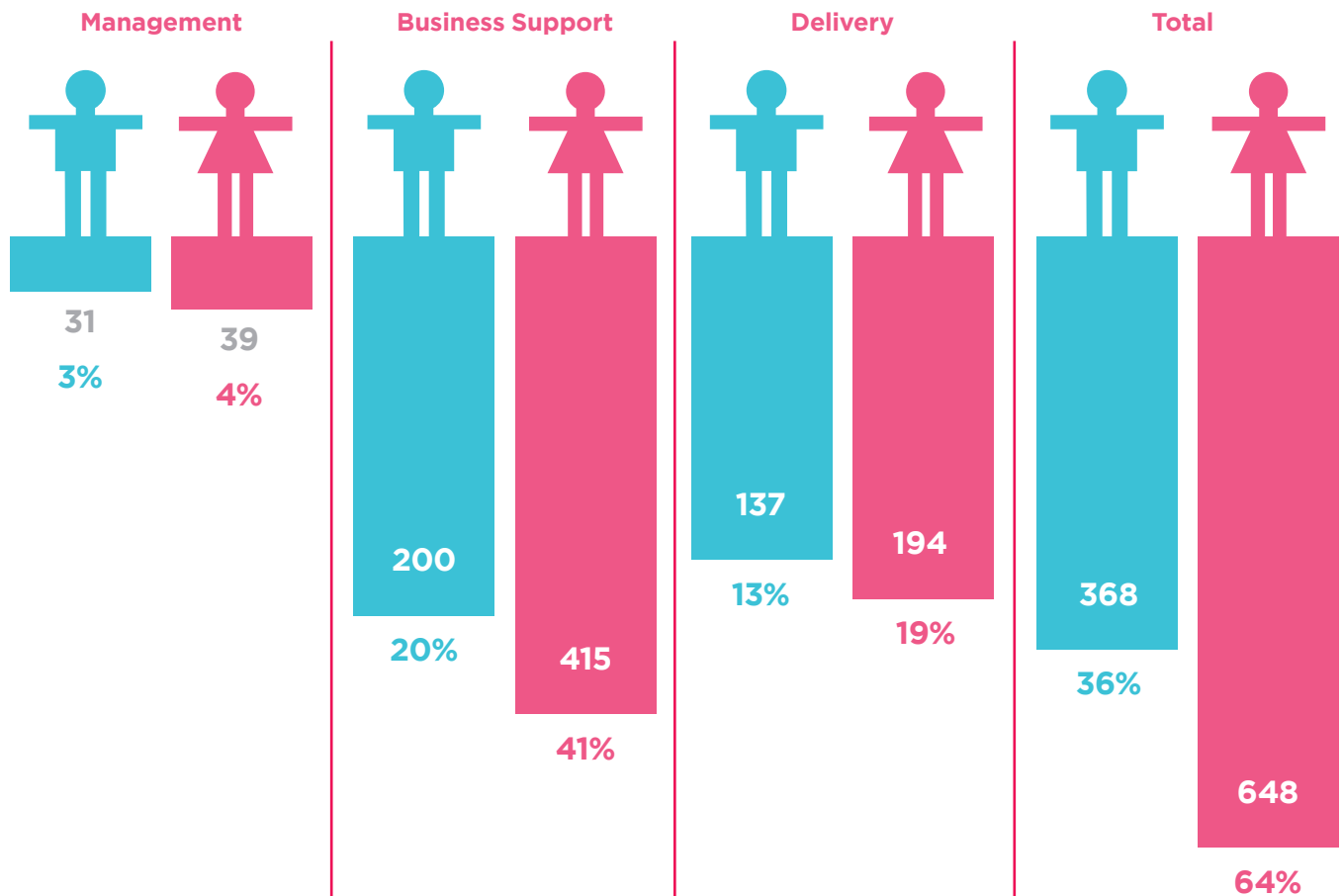
2018/19

Total staff employed during this period **1016**

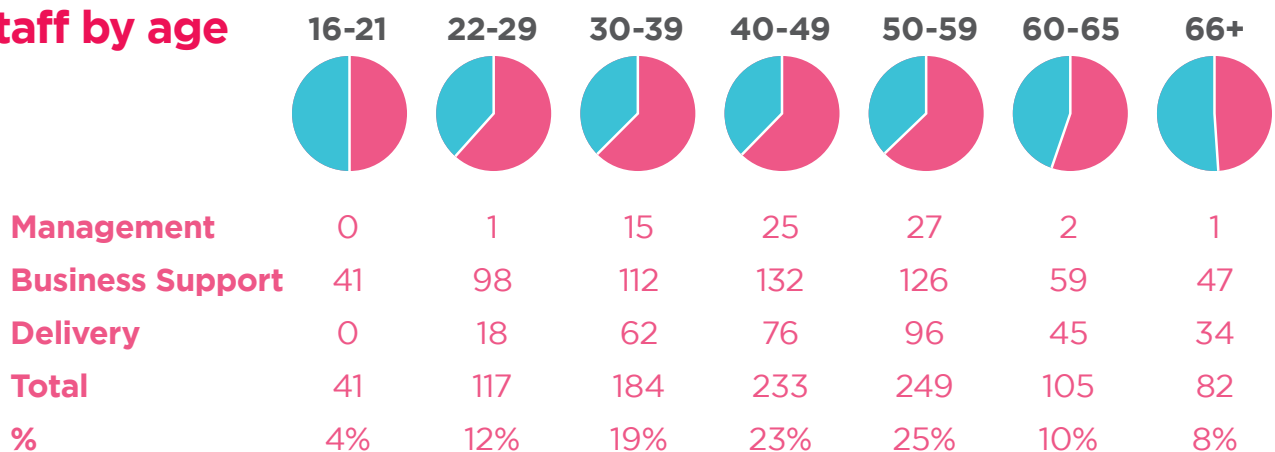
Active staff **848**

Staff by gender

How College is consistent within the sector in terms of 2/3 of staff are female, 1/3 are male, according to the AoC College workforce survey 2017.



Staff by age



There is a 2% increase in the number of our workforce who are aged 66 and over.



Staff by disability

Prefer not to say	Yes learning difficulty	Yes physical impairment	Yes rather not say	TOTAL
7	10	15	3	35

Staff by ethnicity

Our staffing profile is slightly more diverse than the demographic profile of residents of Worcestershire (census 2011) with 94% of our staff identifying as white compared to 95.7% of Worcestershire residents.

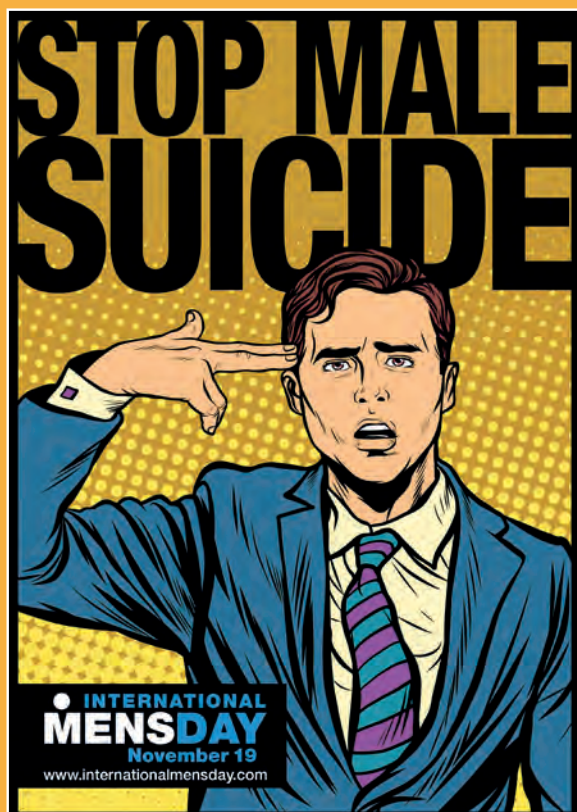
Ethnic origin	Asian	Black	Mixed	White	Other Ethnic Group	Not known
Management	1	1	2	64	0	2
Business Support	13	7	15	477	2	101
Delivery	6	5	8	283	2	27
Total	20	13	25	824	4	130
%	2%	1 %	2%	81%	0.39%	13%

Celebrating EDI

Disability Week!



It's International Men's Day!



HoW College students receive visit from YSS



Heart of Worcestershire College's (HoW College) students received a visit from Worcestershire Young Carers (WYSS) representative, Dave Kings, who delivered a presentation about the work that his organisation does for young carers.

During this visit Dave presented the Inclusive Learning department at HoW College with a certificate acknowledging the support the College gives to their students, supporting young careers and helping to raise awareness.

WYSS are a charity that provides support and monthly youth clubs for young people aged seven to seventeen with a caring role at home. As part of the service, they deliver a wide range of trips for the young carers to places such as Alton Towers, Harry Potter World and the seaside.

HoW College's Learning and Skills Development Officer, Matt Beck, commented:

'Dave and his team do amazing work with young cares across Worcestershire and on our courses. We would like to thank him and his amazing team for guiding and supporting our students over the years, and we hope to continue working with him and his team in the future.'

Primrose Hospice Shop!



Heart of Worcestershire College's (HoW College) Special Educational Needs (SEN) department has teamed up with the Primrose Hospice to open an onsite shop at its Redditch campus.

The shop, which opened in November, has raised £320 so far for the independent charity, which supports cancer patients and their families in the North Worcestershire area.

The shop is exclusively open to the College's staff and students and sells everything from clothes and board games to DVDs and trinkets.

Talking about the project, Work Placement and Supported Internship Personal Learning Coach, Annette Gardner said:

"The shop has given the students a fantastic opportunity to learn about how a business operates, and allows them to gain work experience alongside their courses."

Primrose Hospice Retail Manager, Ian McRoy added:

"This is a wonderful partnership between the Primrose Hospice and HoW College benefitting the patients and their families here at the hospice, and giving the students at the College valuable work experience."

As part of their work experience, the students take responsibility for restocking products, as well as greeting and serving customers.

HoW College launches a Women's Football Academy



Following on from the success of its Men's Football Academy, Heart of Worcestershire College (HoW College) is set to launch a Women's Football Academy at its Worcester campus this September.

The academy invites women aged 16-19 studying on the College's Further Education (FE) sport programmes and women 19+ undertaking their Foundation Degree in Sports Leadership and Management to become involved with the sport.

Women who join the academy will undertake training twice a week at Perdiswell Leisure Centre, as well as engage in fixtures and tournaments every Wednesday.

Talking about the academy, Head Coach, Mark Owen said:

"This is an exciting development opportunity to provide high class football training and playing for young women aged 16 and over in the Worcestershire area.

We already have a strong reputation in shaping young footballers careers by supporting their academic and playing needs. We have industry leading facilities at our new Perdiswell campus and first rate coaching and teaching staff to support learner's journeys."

HoW College students give back to their local community!



Heart of Worcestershire College's (HoW College), Horizons 1B, students gave the community gardens at Dursley Court a new lease of life during their work experience with Fortis Living.

During their time on placement, the group "brushed" up on their skills as they painted fences, flower planters and pagodas.

Talking about the experience, Horizons 1B student, Damion Thomasson said:

"It's a good activity as we are helping other people. It helps change our image in the community.

It gave me the chance to work with other people you wouldn't normally work with."

Commenting on why she enjoyed the activities, fellow student, Marihah Ahmed added:

"I got the opportunity to try something that I wouldn't be able to do at home."

Horizons is a course created to support learners with Special Educational Needs (SEN) to develop their employment, personal and social skills within an adult bespoke environment. As part of their course, students undertake 75 hours of work experience in various settings.

HoW College Feed 1,000 in Worcester



Yesterday Heart of Worcestershire College's (HoW College) Hospitality and Catering students served up sustainable treats in Worcester City Centre as part of the Feed the 1,000 event, in collaboration with the University of Worcester.

Taking place as part of the cities 'Go Green Week' the event saw unwanted food that would otherwise end up discarded, turned into tasty meals for members of the public.

This year, a number of local supermarkets and food distributors have been involved with the scheme, including Minor, Weir and Willis (MWW), one of the UK's largest handlers of fresh produce, who donated over 250kg of vegetables to the College.

Talking about the project, MWW's Business Unit Director, Steve Swain said:

"MWW are proud to be farming both in Worcestershire and around the world. We were delighted to work with HoW College to highlight the issues surrounding food waste and ensuring that we all deliver greater food security and sustainability. These messages are at the core of our business model and we're glad that the event was such a great success."

HoW College students prepared a feast of vegan-friendly curry and butternut squash soup using donated produce, such as wrongly shaped vegetables, which was then served to a peckish audience outside the Guildhall.

HoW College student lends an Active Hands



Heart of Worcestershire College's (HoW College) Impact student, Sam Loveridge, got hands-on during his six week work experience with Solihull based company, Active Hands.

Active Hands make gripping aids for individuals who suffer from disabilities such as tetraplegic and cerebral palsy.

The company produce gripping aids in a range of sizes, from large grips to support users at the gym to small grips which help individuals with everyday tasks such as picking up cutlery and holding toothbrushes.

Director and Founder of Active Hands, Rob Smith, designed the gripping aids after suffering a spinal cord injury himself in 1996, with the aim to help people live more active and inclusive lives.

Speaking about Sam's time with the company, Active Hands Office Manager, Karen Kennedy said:

"Active Hands is only a very small, family-run business so we've never really considered offering work experience to anyone before. But we're very open to anything new, so when a friend asked about a potential place for Sam we were happy to give it a go.

Book and Brew success for HoW College student



Heart of Worcestershire College's (HoW College) BA (Hons) Social Work student, Natalie Harris, brought different generations together to enjoy a 'Book and Brew' morning at Church Hill Middle School, Redditch.

Natalie, who is currently studying at HoW College, sought work experience at Onside Advocacy; a charity which supports vulnerable people disadvantaged by disability, mental ill health and learning difficulties.

During her placement, Natalie worked as an Advocate and Community Case Worker.

Discussing what she enjoys most about the placement, Natalie said:

"I enjoy direct work with service users, encouraging them to progress to independence and become happier in their lives.

I've also enjoyed the experience of being the service user voice when they are being treated unfairly and challenging poor service provision."

As part of her work experience, Natalie organised a 'Book and Brew' morning; inviting elderly people to Churchill Middle school, to enjoy a choir performance, as well as tea & cake with the students.

Primrose Pamper Day



Heart of Worcestershire College's (HoW College) hair and beauty students treated Primrose Hospice Volunteers to a pamper day, as a thank you for helping to run the local Redditch Primrose Hospice shop.

The volunteers were welcomed by the hair and beauty students before being whisked off to have hair and nail treatments. Once they were all glammed up, the volunteers headed down to the College's Archers Restaurant where they enjoyed tea and cake.

Commenting on the day, Primrose Volunteer of 14 years, Sue Bird said:

"Today has been an absolutely amazing, a perfect treat and the students were great!"

Last November HoW College teamed up with Primrose Hospice and opened an onsite shop. The volunteers support its Special Education Needs (SEN) students with the running of the shop, which in turn helps raise money for the hospice.

Hair and Beauty Tutor, Susan Vernon added:

"This is a great opportunity to say thank you to the Primrose Volunteers, as well as giving our students more opportunities to work with clients.

In the future we would like to continue this, and offer more pamper days as a treat for the Volunteers."

Happy and Healthy success for New Beginnings



Celebrating National Children's Day, Heart of Worcestershire College's (HoW College) Bromsgrove based nursery, New Beginnings, hosted a 'Happy and Healthy' week jam-packed with activities and information.

The week involved a variety of activities for all the children that covered healthy food, exercise and self-care. The children had a fantastic time and got involved at every opportunity, including trying different healthy foods and exercises such as Tai Chi.

The parents also got involved as the nursery hosted an informative evening on exercise and healthy eating. The evening included guest speakers, Kyle Walters and Sara Jones, who shared information about children's health.

Kyle Walters, personal trainer and owner of KORE Performance, gave advice about exercise, how to make it fun, why children need exercise and even had some of the children taking part.

Offering advice on children's health, Kyle said:

"Exercise has to be fun for children to ensure they engage, it's so important to ensure that your children get enough exercise in this day and age of too much screen time."

'SEN'-sational Garden Opening!



On behalf of Heart of Worcestershire College's (HoW College) Robin Smith, we would like to invite you to the official opening of the College's Sensory Garden, which will be held on Wednesday 19th June, 10:30am – 2:30pm, at our Redditch campus.

The event, which will be hosted by the College's Special Education Needs (SEN) and STEP students, will celebrate the dedication and hard work that the SEN students have put into transforming their garden into a sensory area.

Refreshments will be provided and all staff are welcome to support the SEN students and take part in sporting activities as well as a disco.

The Sensory Garden will be a safe outdoor learning space at the College's Redditch campus and be a place for students to relax and unwind.

HoW College Students Create Art from the Heart!



Arthur the Peacock.jpg Heart of Worcestershire College's (HoW College) Community and Adult Skills students, have donated 'Arthur' the Peacock to this year's online Worcester Snoezelen Art Auction.

Worcester Snoezelen is an independent charity specifically set up to offer multi-sensory and creative activities for people who have a diverse range of needs. The centre itself was founded by Penny Brazier in 1993 and now comprises of four multi-sensory rooms, hydrotherapy pool, soft play area, music and arts.

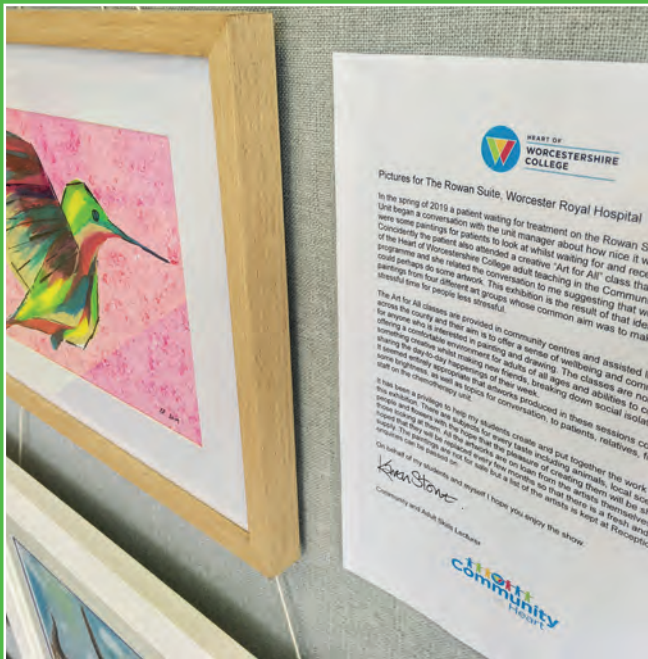
The Snoezey Art Auction is an annual exhibition of artwork from members, staff & professional artists. Individuals can 'silently' place a bid on pieces through the charities Facebook page for a chance to win, with all proceeds being donated to Worcester Snoezelen artists who have disabilities and additional needs.

This year, as part of the Summer Crafts course, HoW College's Community and Adults Skills students created a vibrant peacock, Arthur, who has now been donated to the auction.

Talking about the project, Community and Adult Skills Tutor, Margaret Ledgerwood said:

"The students have worked really hard on the project and Arthur the peacock is the result of many hours of skilful design and careful needlecraft."

HoW College Students Bring Art to All!



Heart of Worcestershire College's (HoW College) Community and Adult Skills students have created art from the heart for patients at the Rowan Suite in Worcester Royal Hospital.

After being approached by a patient awaiting treatment, four different community art groups have come together through the 'Art for All' courses, delivered by HoW College, to create an art exhibition for the hospital.

The 'Art for All' classes are provided in community centres and assisted living schemes across the county and their aim is to offer a sense of wellbeing and common purpose for anyone who is interested in painting and drawing.

Talking about the project, Community and Adult Skills Lecturer, Karen Stone said:

"The classes are non-competitive, offering a comfortable environment for adults of all ages and abilities to come and try something creative whilst making new friends and sharing the day-to-day happenings of their week.

Mental Health-Resilience Week

MENTAL HEALTH RESILIENCE WEEK 2018 8TH-12TH OCTOBER

MONDAY 8TH OCT
DOODLE STATIONS
(ALL WEEK)

SUB. WORCESTER, REDDITCH, BROMSGROVE, AS WELL AS THE LEARNING CENTRES IN WORCESTER AND REDDITCH



MAKE YOUR OWN
STRESS BALL STATION
(ALL WEEK)

SUB. WORCESTER, REDDITCH, BROMSGROVE

MENTAL HEALTH PLEDGES
PRIZES FOR THE BEST PLEDGES



TUESDAY 9TH OCT
YOGA

WORCESTER, ALL SAINTS SUB 12PM - 1PM

ZUMBA

REDDITCH, FUNCTION ROOM 1.30PM - 2.30PM

To book a place please email
studentexperience@howcollege.ac.uk

WEDNESDAY 10TH OCT
#HELLOYELLOW

WEAR YELLOW TO RAISE MONEY FOR YOUNG MINDS CHARITY - ALL CAMPUSES

TEA AND TALK

SUB. WORCESTER AND REDDITCH 11.30AM - 1.30PM

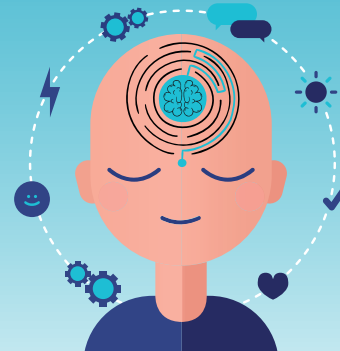
THURSDAY 11TH OCT
PURE GYM

SUB. WORCESTER AND REDDITCH 11AM - 1PM

FRIDAY 12TH OCT
WELLBEING QUIZ AND MENTAL HEALTH PLEDGES

SUB. WORCESTER AND REDDITCH 11.30AM - 1.30PM

For more information please email
studentexperience@howcollege.ac.uk



HoW College student is a “triple threat”



College's (HoW College) CARE student, Ellie Wright, “shoots” for the stars as she joins the world of elite level Basketball.

After joining her local team, Redditch Regals, Ellie was quickly scouted and offered a position within the National League U18 girls division at Team Birmingham Basketball Club.

Team Birmingham Basketball Club was formed in 2014 and has since grown tremendously becoming a vibrant part of the local community.

However, with this development comes an increased cost for both senior and junior members with each player required to pay a yearly contribution towards their squad. Ellie is a self-funding athlete and since joining the team has been tirelessly fundraising to cover the costs of her uniform and equipment.

Following a generous donation of £250 from HoW College, Ellie is one step closer to her target.

Talking about the College, Ellie said:

“The support from the College has really helped my confidence and it means a lot that they're helping me.

I started playing Basketball when I lived in Texas and I am really grateful that I received the opportunity to continue playing now I am back in the UK.

Blindfold Mile



Heart of Worcestershire College were delighted to support the Blindfold Mile event in Redditch organised by Sight Concern. Walk the Blindfold mile event aims to raise awareness of the challenges that blind and partially sighted people overcome each day.

Vice President of the Students' Union Frankie Blincoe accompanied the College Principal Stuart Laverick throughout the course.

Public Services students Maisie Caple, Jamie Garey and Ellie Sampson encouraged participants to take part in a drawing challenge, penalty shootout and completing a puzzle.

Sight Concern Fundraising Officer said

“Just to say a huge thank you from us for putting on such wonderful activities on Saturday. Everyone thought they were great and please pass on our thanks to the students who helped. We don't yet know how much we've raised but think it will be between £1600 and £2000.”

Developments for 2019/20



- Create Wellbeing Offer for learners to promote healthy mind and body
- Create resources and opportunities to reduce stress levels and poor mental health for both staff and students
- Sign up to Care Leavers Covenant
- Promote the use of assistive technology
- Develop tailored offer of support for identified vulnerable learners
- Analyse exclusions and complaints in relation to EDI
- Targeted welfare and careers support for vulnerable learners
- Roll out and Set up a Mental Health Working group focused on staff
- Promotion of Mental Health Champions
- Focus on initiatives to close the gender pay gap
- Re-launch and further promote the HoW4U 'Wellbeing Centre' for staff

Glossary of Acronyms

ADHD	Attention deficit hyperactivity disorder
BME	Black and Minority Ethnic
CAMHS	Child and Adolescent Mental Health Services
DSE	Display Screen Equipment
E & D	Equality and Diversity
EDI	Equality, Diversity and Inclusion
EDIMs	Equality and Diversity Impact Measures
EFA	European Funding Agency
EHCP	Educational Health Care Plan
ESOL	English for Speakers of Other Languages
FE	Further Education
FT	Full-time
HEFCE	Higher Education Funding Council for England
ILT	Information Learning Technologies
LGBT	Lesbian, gay, bi-sexual, transgende
LGBTQ	Lesbian, gay, bi-sexual, transgender, queer
MPS	Military and Public Services
NEET	Not in Education, Employment or Training
PT	Part-time
PUSH	Push Until Something Happens
SAS	Sports and Services
SEN	Special Educational Needs
SFA	Skills Funding Agency
SOLA	Scheduled Online Learning Assessment
SSLT	Senior Student Leadership Team
SUB	Student Union Bureau
TTLA	Teaching, Training, Learning and Assessment
YOS	Youth Offending Service