



Key Learning Points

Mental Ill Health

-  Make anticipatory reasonable adjustments for learners with mental health problems. Don't just react to a situation; try to plan it in so they aren't highlighted as being different.
-  Where possible try to meet with the student prior to the course starting. This allows the learner with mental health problems to meet the tutor and remove some of the anxiety / stress that comes with starting something new and meeting new people. It also gives the learner an opportunity to discuss how their condition may affect their learning.
-  Avoid stereotypical and prejudiced language around mental health in the classroom "nutter", "psycho". Challenge learners if a derogatory term is used. This could make the difference between a learner disclosing they have a mental health condition, or not.

Care Leavers

-  Remember that emotional and social needs may be standing in the way of a young person moving from NEET to EET, so building a strong personal relationship is really important.
-  Don't leave messages on a young person's mobile; they may not have the credit to get the message! Try sending a text instead...
-  Care leavers are not in care because they were 'difficult' or badly behaved, they are there because a social worker - and often a judge - agreed that they were unsafe at home.

Learning Disabilities

-  Accessible easy read information – easy read leaflets for engagement, and programme paperwork a person understands. They can't always ask and verbalise what they need. It's part of our equalities responsibility!
-  'Reasonable adjustments' to programme delivery and comfort zones – putting the right support in place for differing communication needs, pace of learning and meeting learner where they can get to and a good environment for learning. Don't discriminate through practice.
-  Turning Negative experiences of learning into positive ones – removing years of anxiety around learning, regaining confidence and real achievable expectations of learning where success is possible. Feel good factor crucial in lifelong learning participation.





Cornwall Equality Project

Project Summary

The Learning Partnership for Cornwall & The Isles of Scily (LPCo) delivers European Social Fund, Adult Skills Budget and 16-18 apprenticeship training through 50+ partners including training providers, third sector and business organisations.

Data from the previous 5 years and around 30,000 qualifications delivered has shown that learners with a learning disability, mental ill health or who are care leavers have lower success rates, take fewer qualifications and progress less well than other learners.



Funding was used to work with three key organisations:

Carefree	Care Leavers
United Response	Learning Disabilities
Pentreath	Mental Health

The project has helped to fund and develop a set of mentors. The target was to recruit nine individuals from the target group via the organisations above. They then worked closely with a group of the LPCo partners to complete a “good practice” audit and produce a report to be supplied to the training provider, highlighting areas of strength and areas to be improved upon.

To complete this element of work the partners co-designed three different methods of working with training providers.



The methods were as follows:

Carefree	“Mystery Shopper” process
United Response	Self-Assessment Report
Pentreath	Learner Questionnaire

To compliment this work, the mentors have produced a best practice toolkit to explain how each of the processes they’ve developed works practically and to share the final audit documentation they developed. This can be used by any organisation that wishes to continue this work.

Finally, the project held workshops to disseminate this information to a wide range of training providers based all across Cornwall & Devon. This will encourage best practice going forward and despite the project finishing in June, the offer of a “good practice” audit following the formal project ending has been made to all that attended local workshops.

