

Equality Impact Assessment (EIA)

Restructuring of Derby Adult
Learning Service

12. Equalities Impact Assessment on the Restructuring of Derby Adult Learning Service

12.1 The equalities impact assessment raised concerns about the impact of the new structure on the deaf community due to the lack of graphics support for deaf learners with literacy and numeracy needs.

12.2 In the current structure there are three members of staff who are employed to produce teaching and learning materials for deaf learners with literacy and numeracy needs. The number of deaf learners enrolled on to Skills for Life courses has reduced significantly in the last three years and there are now only 17 learners. It was anticipated that the large collection of resources that have been produced over many years would be sufficient to support learners in the future and that other resources could be purchased from other sources or created on the service's virtual learning platform.

12.3 The equalities impact assessment challenged this assumption. The current resources will become outdated and inappropriate if there is no facility to update them.

Whilst the development of Derbylearn, the virtual learning platform is seen as an asset to teaching and learning for deaf learners there is insufficient content to meet deaf learners' needs at present. Research into provision in Sheffield and London has shown that there is a lack of commercially available material and that other adult learning providers are having difficulty in accessing suitable resources.

12.4 There is insufficient demand or funding available to maintain the current staffing levels but there is sufficient funding available from the Learning and Skills Council allocation of additional learning support funds to create a 0.5 FTE post in the new structure to:

- Maintain and update the current collections of teaching resources created through the Two Can project
- Develop new materials that can be used by tutors and learners on Derbylearn
- To use e-learning resources to create new materials

12.5 The new post will be ring-fenced to the three employees currently employed in the DALs graphics team.