

EQUAL TOO!

- the new edition of your up-to-the-minute newsletter from EQuality Training

Dear friends and colleagues

I'd like to thank you all for another terrific year at EQuality Training. We have had a hugely enjoyable time delivering our training to a wide range of audiences across the UK.

Although the topics have varied, leadership, inclusion and equality remain our principal focus areas. I'm pleased to say that our multidimensional approach to diversity is hitting the right notes with a multitude of teams. In addition, our leadership training packs a powerful punch for all levels of management.

I'm especially delighted to welcome Jill Mundy to our team. A trusted ally, Jill's unique contribution to Equality Training conferences with the Cheshire Early Years service has already proved invaluable. We look forward to further fun and joint learning!

Thanks also to Jackie Dearden who has assisted significantly with the development of our work with Derbyshire Early Years. Along with many others she has kept me both sane and strong these past few months!

We look forward to working with you all again soon.

Warmest wishes

Mole

L M Chapman – Director, EQuality Training.

Derbyshire Early Years Service: equality and inclusion

We are delighted at our strong relationship with the Derbyshire service. We tailored their training to help sustain a dynamic vision for delivery of inclusive service – a vision which extends from Early Years to related Derbyshire services. The structure of the different programmes leads the learner from a personal understanding of the issues towards a systematic approach to resolving inequalities.

We are currently delivering two types of training for Derbyshire:

Conference: Reaching the 'hard to hear'

It was an enormous pleasure to have John West-Burnham with us for this leadership day designed primarily for Early Years managers. John's concepts of emotional responses to change, moral values and social capital greatly enriched our hard-hitting programme.

Delivering inclusive practice depends critically on a clear personal understanding of equality. This appreciation of shared leadership gives everyone a voice and a responsibility to facilitate change.

The conference was an enormous success and we shall certainly repeat it later this year.

Workshops: Inclusive values, inclusive practice

Our carefully personalised programmes of 3½-day practitioner workshops on the Value of Inclusion, Community Involvement, and Equality Training gave participants a thorough appreciation of diversity issues. By looking at the cultural landscape of different communities, we developed a shared understanding of inclusion. Participants devised practical ways of strengthening relationships and involvement. They gained skills and confidence in understanding individual responses. They discovered how their own values transfer into ideas and behaviour and explored how to develop the trust essential in managing change. In the context of play, participants took away a new understanding of risk, experience and expertise and the language of respectful relationships.

"The best training I've been on in years, it taught me more in 3 days than any other course I've attended. Inspiring - and very effective!"

"Excellent, informative, very thought provoking and certainly made you think about your practice with children and families and the importance of including them in any work you do with them."

Leadership Matters – an evening with the Work Foundation’s ‘Campaign For Leadership’.

The broad context of this event was ‘leadership for good’, examining the nature and value of sound leadership. We thank the Campaign For Leadership for inviting us to join such a prestigious group of panellists. Our relationship with Ian Lawson and his team continues to grow, and working with them all feels like coming home. Nowhere have I experienced such authentic leadership!

I have long dreamed of seeing diversity valued as a mainstream issue and equity respected as a lynchpin of good practice. In the Leadership Matters forum, human rights and community values found an equal voice among diverse perspectives from research, commerce and the armed forces.



Our relationship with the Campaign For Leadership proves that these different perspectives can indeed work together in pursuit of excellence. As John states so clearly, relationships are more important than the bottom line, no matter what the purpose of the organisation. The Work Foundation endeavours to put these values into practice, and it succeeds – nowhere have I experienced such clear trust, genuine partnership and shared goals.

Better Together – with the National College for School Leadership

I would particularly like to thank Maggie Farrar and the Better Together team from the National College for School Leadership. Working on this series of national conferences was an amazing experience which resulted in some profound learning for us all.

The conferences prompted the development of a paper on community leadership. It highlights what must change in order to establish equity for those who have been marginalised. It sets out the effects of failing to put our values into practice or challenge the systems and behaviour

of those in positions of power. Understanding diversity and implementing equitable practice will be at the heart of getting to grips with Every Child Matters. A failure to rise to this challenge will keep people in positions where they feel rejected and alienated.

"Thank you so much, it was not comfortable to hear your message, but I needed to listen to what you had to say. Thank you for sharing it with me."

Cheshire Early Years service conferences: families and emotional wellbeing.

The series of programmes delivered to our Cheshire delegates explores partnership with families and emotional understanding in the context of Special Educational Needs. The training avoids the remoteness and sterility of some academic and didactic approaches and focuses instead on the feelings and behaviours we all share. The programme facilitates working partnerships between staff and families, valuing different perspectives and helping to shape fairer practice.

Participants are asked to get in touch with their own feelings and learn how the daily pressures of working together influence their own behaviour. They gain insight into their own behaviour as a channel of human communication.

When emotional needs are neglected, antisocial behaviour commonly results. Confronting deep feelings and emotions is often uncomfortable and challenging. However, finding ways of validating and accommodating feelings alleviates distress or unease. Good practice, therefore, demands that those in control must engage with their own emotions.

"Thank you for such a challenging and inspiring training session. I took so much away with me and now need to reflect how this impacts on my own setting and what I can do to inspire others and help them 'catch the vision'."

"The course is very practical and makes me feel positive about what I can do to affect families' futures. Very inspiring."

“Very many thanks. You always leave a part of yourselves in the room.”

The Value of Inclusion - rising to the challenge of Every Child Matters

At its heart, Every Child Matters is a chance to tackle the inequality of opportunity in our communities.

Developing morally is something we do for ourselves – not a benevolent act towards those perceived to be deprived or less able. Inclusion is a right, endorsed by legislation, to which we are all entitled: we all have a responsibility to make it happen for ourselves and for each other. To do this we must each understand how our values impact on our actions. Only then can we create systems that deliver equitably to those with whom we work. In our new programme, The Value of Inclusion we explore the fundamental values of Every Child Matters. We challenge complacency and develop our personal visions for the future. We work towards building a sound foundation for successful, practical strategies that achieve inclusive practice in all kinds of environments.

“Many thanks for inspiring me once again! You brought some more fresh ideas for me to cascade to our staff in the kindergarten.”

So many people... so few pages.

Thanks to those of you who have not appeared personally in these pages – we **do value** you! We do not underestimate your friendship and dedication. In fact, you are the lifeblood of our organisation!

NB. We have moved! Please note our new contact details:

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