

# Welcome

**Valuing All** is the name of the NOCN Group Equality, Diversity and Wellbeing (EDW) plan.

NOCN Group is committed to **Valuing All** people, providing equal access to opportunities, removing discrimination and breaking down barriers to involvement.

The **Valuing All** logo represents everyone, proud in our diversity, equally included.

**Valuing All** is supported by our values and objectives as a charitable organisation creating opportunities through our range of educational products and services, including qualifications, apprenticeships, Access to HE diplomas, assessment services, and tailored programmes.

Committing to **Valuing All** means we will challenge discrimination and remove barriers to fair and equal treatment of staff, learners and customers.

This requires organisational commitment at all levels and a clear strategy leading us to become exemplar organisations with a culture of respect, dignity and fairness for all.

**Valuing All** focuses our efforts on achieving this worthwhile aim, ensuring we continue to make real and sustainable improvements towards the things that matter most. We highly recommend that you join us on our mission because by valuing all, you value yourself.

## Objectives

1. Eliminate **unlawful discrimination**
2. **Advance equality of opportunity** between people who share a protected characteristic and those who don't
3. Foster or **encourage good** relations between people who share a protected characteristic and those who don't



## Strategy

### Eliminate unlawful discrimination

1. Train 100% of staff in FREDIE through the EDW Champions by end of July 2019.
2. Review 100% of HR policies and procedures to ensure they are fit for purpose and legally compliant.
3. Analyse the equality monitoring data to identify any under-represented groups within the organisation – take positive action to address any under-representation by end 2019.

### Advance Equality of Opportunity

1. Embed FREDIE in to all of our practices.
2. Include Group Values and Behaviours within PDRs by end of 2019.
3. Complete a Gender Pay Gap report by end July 2019.
4. Action plan results from the HIVE surveys to advance equality of opportunity for all staff – recognise staff satisfaction improvement rate by 5% by end 2019.

### Foster or Encourage Good Relations

1. Establish EDW Committee to lead on EDW initiatives and development – hold at least 3 meetings per year.
2. Improve working conditions for all parts of the organisation – source new office space for One Awards.
3. Introduce mental health awareness training for 100% staff by end 2019.
4. Respond to H&S audit findings by end of July 2019.
5. Promote FREDIE related Group activity via a dedicated section on our website to include the Diversity Calendar.
6. Sponsor FREDIE related awards and events such as Asian Apprenticeships Awards, Catalyst VSE Awards, LID Award.

## What is FREDIE?

**Fairness** – Being reasonable, right and just.

**Respect** – Having due regard for feelings, wishes and rights of others.

**Equality** – Where every person has equal rights and every person has a fair chance.

**Diversity** – Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses understanding, acceptance and respect.

**Inclusion** – Where every person feels respected, valued and that they fit in with the organisational culture.

**Engagement** – Two-way commitment and communication between an organisation and its employees.

## Values

### Responsive

So that we can be the best we can be as professionals, departmental teams and as a charitable organisation.

### Supportive

To create a safe, healthy, caring and customer responsive environment.

### Honest

Acting with integrity to instil confidence in our customers, learners and colleagues.

### Ethical

Transparent, fair and honest in our management and communications, promoting engagement with all.

### Open

In our pursuit to share knowledge, giving and receiving constructive feedback and receptive to ideas.

### Innovative

Promoting an environment where innovation and creativity are encouraged.

### Respectful

Support behaviour towards each other, our customers and our learners. Providing an environment and service that embodies equality, diversity and inclusion of all.