

# Outreach Action Plan



Specific Action	Time Scale	Location	Lead Person(s)/ Team	Performance Indicator	Outcome	Update on Progress March 2017
Equal Opportunities Statement to appear on all SWC job advertisements	Ongoing	College wide	HR Team	This statement to be highlighted at training sessions for staff and students at which all are advised on College's commitment to equality and fairness	Increased awareness amongst all members of the College and wider community that the College espouses equality of opportunity for all	Analysis of number of applicants for employment with College in period Jan2015-Jan2016(FER 2016) has revealed that 27% of applicants came from Protestant community.
Schools Liaison	On-going	SWC catchment area	School Liaison Officers	All post-primary schools in all sectors in Tyrone and Fermanagh to engage in participation in courses in SWC through the Entitlement Framework and are represented at curriculum based promotional events organised by the College at various times during the academic year	Heightened awareness of the College's all-embracing ethos within the wider community	Currently within the learning communities in the College's catchment area a total of 39 schools from all sectors engage with the College in the Entitlement Framework (12 schools in controlled sector).

<p>Engagement with people who are economically inactive (16-65 age group) and those not in employment, education or training(16-24 age group)</p>	<p>New groups commenced (Nov 16) in SUSE+ Programme</p>	<p>Local council areas</p>	<p>Head and Deputy Head of Industry and Training and specially appointed staff</p>	<p>75% of participants achieving Level 1 Employability qualification and 20% progressing to employment, training or education.</p>	<p>Increased number of those who are disadvantaged or disengaged, representative of all communities, positively engaged in enterprise services.</p>	<p>Approximately 80 participants are due to complete the programme in March 2017.</p>
<p>Interview skills workshops</p>	<p>Ongoing</p>	<p>SWC catchment area</p>	<p>HR Team</p>	<p>Continued requests for College staff (HR) to participate in mock interviews sessions with students in College campuses and in schools in College's catchment area prior to them making their application to Universities, Colleges and places of employment</p>	<p>Heightened awareness of College's robust recruitment policy and procedures and its commitment to equality of opportunity</p>	<p>A letter was circulated(October 2016)) to a number of schools in the College's catchment area inviting requests for participation of members of College's HR team in Interview Skills Days. So far during the academic year requests have been fulfilled in 8 schools in all 5 towns in the College's catchment area.</p>
<p>Continued engagement with schools at Key Stage 3 level through the Business Engagement Partnership</p>	<p>Ongoing</p>	<p>STEM Centre (Dungannon campus)</p>	<p>I STEM Centre Coordinator</p>	<p>Number of schools engaging in the Partnership programme and subsequently developing their links with the SWC</p>	<p>Heightened awareness of the College's STEM programme in the wider community and increased engagement and stronger relationships with schools as the College continues to promote its educational initiatives</p>	<p>Whilst BEP has now ceased to fund local post primary schools in respect of this measure, there remains a good level of contact with primary and post primary schools, both locally and further afield.</p>

<p>Engagement with community groups (e.g. Omagh Ethnic Communities Support Group and Community Cohesion Unit)</p>	<p>Ongoing</p>	<p>SWC catchment area</p>	<p>Equality Officer ESOL Co-ordinators Graduate Elite Intern for Health and WellBeing</p>	<p>Engagement with a range of organisations in College catchment area, including community groups, support groups and public sector agencies</p>	<p>Heightened awareness of the College's outreach to the wider community in terms of educational provision and services</p>	<p>Equality Officer and a member of staff representative of the ethnic communities in the College continue to represent the College on Management Committee of Omagh Ethnic Communities Support Group and Community Cohesion Unit. This group has now extended its services into the Fermanagh area where the College has links with the Women of the World organisation. The College's new Employee Supported Volunteer Policy encourages further engagement with local community groups.</p>
<p>Student Internship Programme</p>	<p>Ongoing</p>	<p>College wide</p>	<p>HR Team</p>	<p>Number of applicants for wide range of placement/internships in the organisation drawing on young people from a wide variety of backgrounds</p>	<p>Increased engagement with the world of education locally, province wide and further afield, thus promoting a positive image of the College's ethos in the wider community</p>	<p>Nine interns were appointed to a range of work disciplines College wide and attended induction in June 16.</p>

Engagement with Looked after Children.	Ongoing	SWC catchment area	Student Services Manager	Level of engagement with and on behalf of young people who are currently in the Care system or who are about to leave it.	Increased awareness of the College's commitment towards social inclusion in terms of educational provision, support and pastoral care.	Information relevant to this measure is discussed confidentially with Student Support Officers in all campuses in a regular basis.
College engagement with centres for adults with Special Educational Needs including Beacon Centres	Ongoing	Cookstown campus	Cookstown campus manager	Level of provision of courses in community settings designed to teach basic skills, increase confidence and ensure inclusion	Greater skills base for adults with Special Educational Needs	Current provision: total number of teaching hours for 2016-2017 stands at 9450. 154 courses delivered in 60 centres.
Measure related to under representation in the curriculum	Ongoing	College wide	Head of Curriculum Heads and Deputy Heads of Departments	Identification through provision of relevant data of any underrepresented group in curriculum areas	Increased participation of any underrepresented group in area(s) of curriculum identified	EU Programmes Office based in Innotech Centre is currently completing analysis of FE full time enrolments for 2016-2017 which will be presented as part of an Equality report to the College's Statutory Risk and Compliance Committee in March 17. The findings will be discussed by Senior Management.

<p><b>Student internship opportunities with in Hospitality and Tourism industry</b></p>	<p>Ongoing</p>	<p>Range of locations throughout NI</p>	<p>Members of staff of Health and Life Services Department in Enniskillen campus</p>	<p>Number of students engaged in Foundation Degree in Tourism and Hospitality taking up placement opportunities with the hotel group</p>	<p>Enhanced employability skills for students and improved relationship with leading industry operator. Increased awareness externally of programmes offered by SWC</p>	<p>Placements completed in December 2016 with very positive comments on high standards of students. New placements to commence in June 2017 for 25 weeks.</p>
<p><b>Awareness raising on the promotion of a good and harmonious working and learning environment for all staff and students</b></p>	<p>On-going</p>	<p>College wide</p>	<p>Equality officer and team of students with disabilities from Enniskillen and Omagh Campuses</p>	<p>Increased demand for delivery of good relations sessions and Equality workshops College wide aiming to further embed diversity into ethos of the College in line with DEL recommendation</p>	<p>Heightened awareness of the significance of maintaining good and harmonious working and learning environment as a means whereby the College can be positively promoted within the wider community</p>	<p>College's Good Relations team and Equality Officer have delivered training sessions to approximately 950 mainstream students between Sep 16 and March 17. In addition 450 1<sup>st</sup> year trainees received training from an external agency (Sept16) and also 80 class reps (Nov 16). During Progress reporting period (April16-Mar17 ) 100 members of staff attended training in aspects of Equality relating to Disability Awareness. New online module on Equality and Diversity has been completed by 55 members of staff.</p>

<p>Engagement with political parties and local council officers</p>						
	<p>On-going</p>	<p>SWC catchment area</p>	<p>Chief Executive Officer of College</p>	<p>Initiatives to promote the College as a leading employer and education provider in the South West area</p>	<p>Heightened awareness of the College's outreach to the wider community in terms of educational provision and services and the College's commitment to social exclusion</p>	<p>Director of the College engages regularly with MLAs and other public representatives, particularly on matters of relevance to the College and the economy generally affecting all communities within Fermanagh and Tyrone. MLAs have shown interest in work of College's Good Relations Team.</p>