

Different ^{is}
Brilliant



DERBY college

Different is Brilliant 2017

At a Glance

*Celebrating what makes us different and how we
can make a difference together*



The Events

Different is Brilliant at Derby College aims to work with prospective and current students to celebrate what makes us brilliant: the diversity of our students and our community. Different is Brilliant supports anxious students' transition into College, facilitates the awareness of staff and students of mental health and Autism Spectrum Conditions and celebrates all that makes us different and diverse.

During 2017 we held 3 Getting to Know College events. The aim of these events was to familiarise students and their parents/carers/supporters with the College, our support services, our students and our staff. Prospective learners who had expressed anxiety concerns or identified as being on the autistic spectrum were invited to attend these small, safe and friendly events to be introduced to the College, have a tour and take part in an open question and answer session with staff and students.

The events were led by Inclusion and Support Co-ordinators based at each Derby College campus and supported by Inclusion and Support Specialists, Education Support Workers, Communication Support Workers and students who have been supported by the Inclusion Service.

This year we also developed "College and Cake", where staff from College visit schools and deliver a short talk, engage prospective students with interactive activities, and answer any questions prospective students or parents may have.

Every year we also do a number of personalised visits for students who require an enhanced transition into college, and plan quieter enrolment experiences on every site for any student who finds crowds, unfamiliar situations and/or noise difficult.

Overview of student involvement numbers 2015-2017

	2015	2016	2017	Overall
Getting to Know College	17	35	28	80
Getting Ready to Enrol*	35	N/A	N/A	35
GTKC Personalised Visits	N/A	250	334	584
College and Cake	N/A	N/A	50	50
Quiet Enrolment	35	78	104	217
	87	113	182	966

** This was a preparatory event that was run in year one of the project. It was felt that this was repetitious with the introductory talk at Quiet Enrolment and unnecessary.*

Event Evaluation

Prior to attending 'Getting to Know College', participants (prospective students, parents and supporters etc) are asked to complete a short questionnaire that requests that they evaluate their "current knowledge" of College, current "feelings" and to share something that would make them "feel better".

Participants are then asked to complete a very similar form 'post-event' that measures their "knowledge" following the event, their "feelings" after attending and "what they will remember" from the event.

The questionnaires have been designed and are continually updated based on research and feedback. The forms use visual references (line-scale and emoji's) and accept drawings as answers if preferred. The aim is to accurately measure the 'soft impact' of the event in a non-intimidating and flexible way and also provide the opportunity for participants to express themselves.



Event Feedback

Knowledge of College

- Pre-event average: 2.4 out of 8 (30%)
- Post-event average: 6.1 out of 8 (76%) **+46% (12% increase when compared to 2015/16)**

Feelings

	Pre-Event	Post-Event	Difference
Scared	0	1	+1.00
Anxious	0	1	+1.00
Unsure	10	0	-10.00
Ok	9	6	-3.00
Happy	4	6	+2.00
Confident	2	5	+3.00
Great	2	8	+6.00

Pre-event

Pre-Event **19 of the 27** attendees were "Unsure" or "Ok"

Post-event

Post-Event **19 of 27** of the attendees were "Happy", "Confident" or "Great"

Selected Comments

Pre-event

"One thing that would make you feel better"

- Getting more information about support and daily college life
- Getting to know my teachers and peers
- A bit of help/support
- Knowing the teachers and the campus
- Getting to know about the place
- Lots of visits. Someone to show me around
- To know where to go, place where classroom and know the teacher

This feedback is fed into support planning and further transition visits planning. The feedback highlights what prospective students want from a visit to get to know the campus and meet their teachers/staff.

Post-event

"What will you remember from today?"

- Where various staff are and lots of resources in the library
- There is lots of support. Nice feel to the place
- Happy friendly staff
- Very reassuring response to questions. A team spirit exists
- The glass changes colour depending on how light it is
- Layout and people working at the college
- The dinner hall.

This feedback is used to check against the aims of the events, to evaluate what is being learned and to ascertain what is making the largest impression on the participants, without pressurising the participants to make an evaluation or judgement that they may not feel comfortable making.

Continued Professional Development

A variety of CPD has been developed in order to increase knowledge, promote neurodiversity and improve the experience of all students. Below are examples of some, but not all, of the CPD we offer:

NCFE Level 2 Certificate in Understanding Autism

- **47** staff (internal and external) completed this qualification in 2017
- Resourcing for the delivery of this qualification includes formal delivery, structured seminars, moodle support, YouTube playlists and online workbooks
- The External Moderator for this qualification stated in her report that: "The knowledge, experience and skills of the team at Derby College has ensured a solid foundation of assessment practice and administration from the start. This is a good example of what can be achieved with the right people in the right roles."

Understanding Autism Spectrum Conditions Training

This is a short awareness raising session designed for staff and students, focusing on the diverse experience of Autism and introducing the theory of neurodiversity. The session is interactive, encouraging participants to share their experiences of communicating, understanding social expectations and processing information in order to increase an understanding of and empathy for the four Areas of Difference.

- **15** external staff at UKFe Chat National Conference, London, October 2016
- **75** internal staff in 2016/2017
- **50** internal students in 2016/2017

Positive Challenge for Positive Results

- Planned and implemented as a result of Team Managers' feedback and learning walks
- Delivered in collaboration with Derby College's Teaching, Learning and Assessment Manager, Aaron Denton
- A session that explores wider College culture, identifying the difference between a moral (subjective, personal and fluid) and an ethic (objective, professional and fixed) and promoting cross-organisation positive behaviour management strategies
- Delivered to approx. 50 staff so far

The New Big Picture in reach

- This session is designed to be delivered on a commissioned basis and is personalised to the area that requests it. It was first developed on request by a Head of Area to challenge their staff's unconscious bias and to work in a socially inclusive way. The deliverer facilitates the staff to lead their own session, to identify their own development points and to create an action plan for now (immediate), then (within a term) and later (within a year)
- This session has been delivered to a number of academic areas (Transitions, Pathway, Business, ICT, Engineering, Creative Arts, Hair and Beauty and Construction), the Teaching and Learning Coach team and the EON apprenticeship team (in collaboration with Derby College Teacher Training Team Manager, Melanie Lanser)
- Delivered to approx. 80 staff so far

