

Work and Skills Statement of Intent

The Work and Skills Mission Statement

- **Guiding Principle**

We aim to provide lifelong learning opportunities for the communities of Barking and Dagenham, to enable the development of knowledge, skills, and wellbeing throughout life.

- **Our Objectives**

To provide opportunities to acquire knowledge, skills, qualifications, enhance employability and develop wellbeing.

To provide opportunities that will remove barriers to learning, employment and wellbeing for the whole community.

To partner with other local education providers, community groups and employers to make provision relevant to residents and local needs.

LBBDD Drive Values

These are the guiding principles and standards which every Barking and Dagenham Council employee brings to their working life every day. No matter what job staff hold, every single one helps improve the borough, and residents' needs drive everything we do.

Our DRIVE values are:

- **Deliver:** the best outcomes for residents whenever we can.
- **Respond:** to residents' needs in a helpful and friendly way.
- **Inspire:** others and ourselves to achieve their best.
- **Value:** residents when making decisions.
- **Engage:** with residents and colleagues in the best way we can.

Alongside these values, Work and Skills aims:

- To provide high quality adult learning and employment opportunities for service users in a flexible and supportive way, delivered by well qualified and specialised staff, and to continue to do so despite the challenges of Covid-19.

- To make available to all residents dedicated careers information, advice and guidance, as well as education progression support.
- To set high expectations for every learner to be the best they can be.
- To celebrate the progress and achievement of learners at every step, supporting learners to take pride in their achievements.
- To provide residents with a One Front Door service to support them to overcome barriers to learning and employment; to develop the skills and attain the qualifications which they need to enable them to confidently take their next steps, actively participate in their community, and lead healthy, rewarding lives.
- To empower residents to help themselves to take their next steps in life, to support them to access wider Council services to become confident, resourceful, and independent.
- To ensure learners have access to high quality learning materials and digital resources to overcome the barriers of digital inequality and exclusion so that no-one is left behind.
- To offer a safe and accessible learning space, where service user and staff wellbeing is paramount.
- To robustly maintain a culture of respect and fairness, where discrimination is never tolerated and to disseminate and educate others to challenge discrimination in all its forms.
- To support our staff to be the best they can be through training, mentoring and access to high quality skills and development opportunities; to encourage staff to develop their career pathway and strive for success.