



**Women of the North West
Equality Evaluation Report**

A Summary

September 2005

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The Women of the North West's Equality for Women Programme commenced in October 2002 and ended in May 2005. Over this time the project delivered the following activities:

1. **Communications training.**
2. **Information Technology training.**
3. **Childcare training.**
4. **Community/leadership development training**
5. **Curriculum Development.**

The net quantifiable impact of these activities undertaken by the Women of the North West's Equality programme were as follows:

- It made available and accessible **97 education and training course places to women.**
- **74 women** took up these places – some of who participated in a number of courses.
- **58** of these women will have gained **accreditation** which provides them with a stepping stone to further education, training and employment by the end of 2005.

According to the participants the programme delivered by women of the North West succeeded in meeting their needs due to the following factors:

- **Responsiveness:** Women of the North West consulted and negotiated programmes with the participants and the project staff and tutors adapted to the participants needs.
- **Locally based activities:** Tutors went to the participants so women were spared the inconvenience and expense of travelling long distances to the programmes. Where women had to travel long distance travel expenses were provided.
- **Flexible arrangements:** Activities were organised to take account of women domestic, caring and farm responsibilities.

- **Informal teaching style:** Most of the tutors created a friendly and supportive environment characterised by respect for the experience and abilities of the participants. However this informality should not be confused with lack of professionalism. The tutors were of high quality with a range of competencies and skills appropriate to working with rural women.
- The **project staff and tutors** understood that it takes time to build confidence and trust among women with sometimes negative experience of education and that women domestic experiences and commitments can militate against regular attendance.
- **Tutors adapted their methods to suit the pace of the group:** As many women in the target group had not experienced education since leaving schools or had incomplete education cycles, it can take time for groups to develop learning skills.
- **Shared learning based on women's experience:** The content of the courses was firmly based on women's own experience, perceptions and expectations. The Co-ordinator and tutors encouraged women to share skills and learn from one another. The overall approach was participatory and egalitarian.
- **Mixed learning methods:** Activities involved a variety of learning methods, including small group work, discussion and presentations.

For all the reasons issued above the Equality for Women Project and Women of the North West **deserves statutory support and recognition.** The project produced an impressive range of the achievements and proves how much can be achieved for women with strong principles, expertise, commitment and dedication to equality and equality of opportunity.