Our EDI objectives valid until 2026

# 1. Celebrate diversity

**We will seek and create opportunities to celebrate diversity, being responsive to the needs of our staff and students and ensure excellence through inclusion.**

We will do this by:

○ Celebrating the differences between staff and students with actions, words and images, drawing on diversity in its broadest sense.

○ Improving the diversity of the workforce to better reflect the profile of our students, and addressing underrepresentation of protected groups: particularly in management roles.

○ Monitoring the participation in development opportunities for students and staff, and evaluating feedback on their experiences based on equality characteristics, in order to identify and address any performance gaps.

○ Reviewing policies and practices for students and staff to ensure they are inclusive in both language and impact.

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# 2. Champion disability, neurodiversity and improve accessibility

We will champion accessibility of the curriculum and the educational environment, challenge ability discrimination, promote respect and be inclusive regardless of ability, disability or mental wellbeing.

We will do this by:

○ Adhering to government accessibility guidelines in all our published, digital, and teaching, learning and assessment materials and aspire to exceed this by embracing best practice wherever possible.

○ Improving the way we identify and meet additional support needs for all students, apprentices, staff and service users.

○ Raising awareness of the impact of hidden disabilities on participation and inclusion, and improving the visibility and profile of staff and students with disabilities.

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**Our EDI objectives valid until 2026**

# 3. Challenge discrimination and foster inclusion

**We will create a culture of mutual respect, tolerance, democracy and individual liberty and challenge all oppressive language and behaviours.**

We will do this by:

- Challenging stereotyping and working practices which may reinforce systemic disadvantage, including gender stereotyping.

- Training staff and developing curriculum resources to raise awareness of unconscious bias.

- Providing opportunities for staff and students to develop the skills, knowledge and confidence to challenge behaviours which are oppressive, disrespectful, intimidating or bullying through restorative approaches.

- Aspiring to create a safe and harmonious learning and working environment for all, free from physical risks, bullying or harassment.

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# 4. Invest in the Race Equality Roadmap

**We will create an anti-racist culture that promotes accountability, career development, fulfilling potential and building community partnerships.**

We will do this by:

○ Developing clear policies and procedures for reporting and dealing with racism across the organisation.

○ Making progress towards diversifying the workforce and investing in and supporting staff to achieve their career aspirations and fulfilment at work.

○ Improving data collection, reporting processes and the use of ethnicity data when reporting on staff engagement and experience.

○ Engaging a network of student roadmap ambassadors to better understand how race affects their academic experience, and what can be done to improve it.

○ Supporting and educating teaching staff across the group to have meaningful, proactive conversations about race, with one another and with students, specifically in relation to their area of teaching.

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# 5. Amplify voice and influence

**We will promote a diverse culture where students, apprentices and staff are widely consulted and create their own opportunities to shape and promote equality, diversity and inclusion.**

We will do this by:

○ Working with the wider student and staff body to increase engagement, influence and co-production in our equality, diversity and inclusion objectives and action plans.

○ Developing the knowledge, confidence and awareness of EDI Champions, staff forums and the student committees to encourage a strong EDI voice in study, work and social environments.

○ Coordinating campaigns and activities for students and staff to plan, co-produce and lead activities which challenge non-inclusive behaviours.

○ Creating opportunities for staff and students to engage with local communities and networks, to share best practice and build links with external groups.

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# 6. Promote social mobility

**We will raise aspirations and improve outcomes for all students and staff with protected characteristics or from disadvantaged groups, including economic deprivation.**

We will do this by:

○ Recognising the impact of protected characteristics on social mobility and life outcomes and analysing outcomes and performance data, including staff profile, to better understand its impact.

○ Developing programmes of activities for students and staff with protected characteristics to harness talent, develop career inspiration and fulfil potential.

○ Ensuring retention and attainment gaps are identified and addressed to maximise progression for all students.

○ Developing relationships with local communities and external stakeholders, particularly those representing protected groups, to advance equality of opportunity.

○ Promoting work experience and employer led activities to enhance the experience of students.

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