

EDI Action Plan 2024 - 2027

| Objective for improvement | How we aim to do this | Who is responsible? | By when? |
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| Continue to ensure a broad representation of student involvement in EDI events and celebrations | Recruit students from a diverse background and a range of protected characteristics to represent student voice and positive change | Deputy Principal, EDI Champions, PPD Manager and Wellbeing and Inclusion Manager | Ongoing |
| Monitor attendance, retention and achievement of those students with protected characteristics and provide interventions to ensure the achievement gap is closed | Consult with HoDs and Progress Coaches on progress monitoring and interventions | Vice Principal–Curriculum, HoDs, Progression and Pastoral Manager | Ongoing |
| Ensure all areas of the College are accessible for disabled students | Consult with disabled members of the College community about accessibility and to inform planning decisions for expansion plans | Deputy Principal, Wellbeing and Inclusion Manager and Estates Team | Ongoing |
| Improve the variety of food options for protected characteristics | Use the Student Union Executives to inform planning and conversations with Catering Manager about vegan, halal food options and clear labelling for allergies | EDI Champions, Student Union and Catering Team | Ongoing |
| Engage with the local community who have protected characteristics to share lived experiences and educate students and staff | Organise events and guest speakers from the local community to share their experiences or career choices | Deputy Principal, Wellbeing and Inclusion Manager, CLT Associate for Employability | Ongoing |
| Celebrate and promote religious celebrations and festivals | Actively promote other religious celebrations such as Eid, Diwali and Hanukkah to include the diverse College community | EDI Champions, Student Union and Marketing team | Ongoing |
| Improve support available for students from lower socio-economic backgrounds and tackle post pandemic poverty | Actively promote the financial support available to students that meet the threshold, train staff on how to support students from lower socio-economic backgrounds, monitor the take up and impact of financial support available | Wellbeing and Inclusion Manager, EDI Champions, and Finance Manager | July 2025 |
| Monitor the embedding of EDI into curriculum | Staff audits, training | EDI Champions | Ongoing |

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| Apply for and achieve EDI Award to benchmark and celebrate current position | Research awards for EDI and criteria | Deputy Principal, EDI Champions, Wellbeing and Inclusion Manager and HR Manager | Ongoing |
| Build relations with community. Centre4, West Marsh, Mosque, Churches | Build relationships with each community. Planning purposeful events that are impactful and powerful for our students, staff and the community we work with | EDI Champions | Ongoing |
| Establish EDI student leads and ensure diverse representation of Student Ambassador | Give the students tasks, events to plan, and autonomy to follow through with ideas | EDI Champions and students | Ongoing |
| Review the support structures for students from diverse ethnic backgrounds and religions | Gather student voice and host staff training from external agencies | Deputy Principal EDI Champions | Ongoing |
| Devise a recruitment and talent strategy which aims to encourage applicants from ethnic minority backgrounds | Use equal opportunities messaging in recruitment advertisements Offer training for managers in fair recruitment and selection Advertise roles on jobs boards which are used by candidates from ethnic minority background | HR Manager | Ongoing |
| Develop and promote learning and development opportunities to all staff to ensure minority groups are given an equal chance for personal and professional development and career progression | Work with VP TLA to ensure a fair and consistent approach is taken to promoting and accessing training and qualifications | HR Manager / VP TLA | Ongoing |
| Maintain gender balance on leadership and Corporation | Currently 5/7 CLT members are female and 8/14/ of Corporation members are female. | Principal and Clerk to the Corporation | Ongoing |