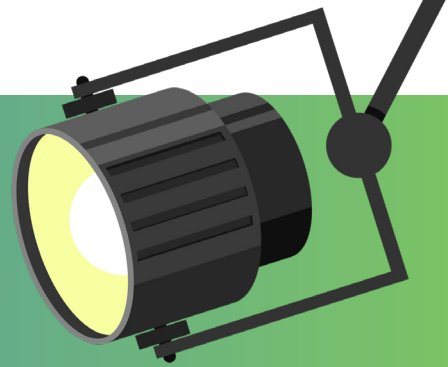


Spotlight



The **2026 EDI Special** for Chelmsford College

What's Inside

2 Equity, Diversity and Inclusion in Action

3 Inclusive by Design

4 Community Events

2023-2028 Strategic Plan

This special edition of Spotlight focuses on equity, diversity and inclusion (EDI) at Chelmsford College. Our progress is steered by the goals set out in our 2023–2028 Strategic Plan. Our end goal for 2028 is a College community where diversity is visible, both staff and learner voices are heard and everyone feels safe and valued. The curriculum will reflect this and success will be broadly measured and not only by grades. The rest of this edition of Spotlight showcases the wonderful EDI work already underway and helps highlight how we are moving closer to our 2028 goal.



We Signed the AoC Equity, Diversity and Inclusion Charter!

By signing this back in April 2024, we affirmed our commitment to EDI marking an important step in our journey to create a community where everyone feels valued and respected.



To learn more about our facilities, full-time and adult learning courses and more, please visit:

www.chelmsford.ac.uk 

Equity, Diversity and Inclusion in Action!



With EDI covering many areas, we introduced our own EDI Network, bringing together dedicated staff to lead different strands. This is comprised of our Disabilities Network, Cultural Connections, Women's Network, Pride Network and Men's Wellbeing. Examples of this great work include our annual Bespoke Provision Prom for SEND learners, an anonymous men's mental health survey for staff and our ChangeMakers publicly voicing learner opinions, most recently live on BBC radio. Our Staff Council represent staff views and our team attended Essex Pride. Other highlights include our 2025 Culture Celebration Week, community work by INSPIRE learners and live performances from musician Joel Foster, who sung and spoke about his mental health journey.



**Read more of
our latest news
by scanning the
QR code!**

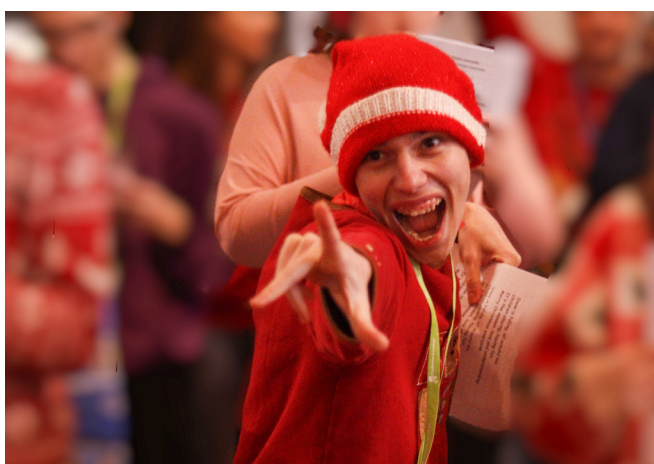


Wanting to apply for Chelmsford College?
Please visit: <https://www.chelmsford.ac.uk/apply>

Inclusive by Design Approach

As part of our commitment towards EDI, we run off an “Inclusive by Design” ethos, meaning inclusivity starts from the ground up. This has helped us build a culture of Inclusive by Design across all aspects of College life and throughout our community. This includes our comprehensive INSPIRE department, made up of Bespoke Provision, Foundation Provision and Supported Internships for learners with additional needs. Our Bespoke Provision team was also honoured with a Highly Commended certificate at the Essex Teaching Awards in 2025. We have an award-winning Steps2 Inclusive Employment initiative, supporting individuals from vulnerable backgrounds into work while helping businesses adopt inclusive recruitment practices. Alongside full provision for 16–18 year olds, we offer Higher Education and part-time programmes for 19+ learners, supporting lifelong learning. We also hosted the AoC Equity Exchange Event in 2024 and collaborated with Essex County Council on an Inclusive by Design project, showing how we champion inclusivity College wide.





Community Events

We host and run many events that promote EDI across the College. Recent examples include our Annual Christmas Carol Concert, where our INSPIRE learners with additional needs perform a variety of Christmas carols and songs for staff and the wider College community at St John's Church. This is a great example of championing EDI while working with local establishments in the community.

Rina Prema-Gadhia, our lead for Cultural Connections, organised and delivered our first-ever Christmas Market. The event was a great success, welcoming many local businesses to host stalls ranging from food and jewellery to scents, arts and crafts, collectables and many more! It brought the local community together and put us in the festive spirit, while celebrating culture and tradition in a welcoming and inclusive environment.

We also host Stakeholder Knowledge Exchange events across all departments, working with partners and employers to co-design our curriculum, ensuring it remains up to date and reflects industry needs.

