

AoCs equity, diversity, and inclusion charter

The UK is a multi-national, multi-ethnic, and multi-faith society where our strengths and values are rooted in our culture. Colleges reach millions of students, staff and communities in every town and city across the country and are uniquely placed to bring about transition and transformation in our society. It is therefore imperative that college environments foster a strong sense of belonging so that every student and staff member is valued, included, and feels confident being themselves.

This is our public statement of commitment to strive for equity and create an inclusive culture in which all our staff, learners and communities can thrive.

We recognise that:

- it is socially, morally, and economically right to prepare our learners for life and work in a world that is diverse.
- equity and inclusion are fundamental if we are to make the most of our diversity.
- we will be judged by our actions and the impact of those actions.

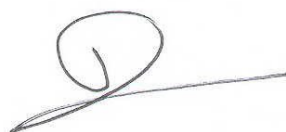
We commit to building an environment of belonging by:

- ensuring equity, and inclusion are reflected in our curriculum.
- putting diversity and inclusion at the heart of our employment policies and practices.
- listening to the communities we serve.
- obliging those with whom we contract to support our commitments.

We will lead by example, tracking our impact by:

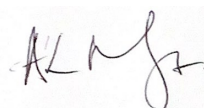
- setting organisational and individual objectives monitored by the board.
- identifying short and medium-term success measures appropriate to our context.
- publicising progress and the difference we have made in our annual report.

Principal & Chief Executive



April 2024

Chair of Governor



April 2024

AoC EDI Charter

What we have pledged

- Develop a culture of 'inclusive by design' across all aspects of college life and with the whole college community
- Actively listen to our college community to understand how EDI can bring positive benefits
- Publicise and promote our EDI work both internally and externally

Actions taken

- Develop a series of EDI Networks, led by staff, with student representation and sponsored by the Senior Leadership Team
- Embedding the UN Sustainable Development Goals across the whole curriculum
- Invest in EDI grants for each Network to use to promote EDI, tackle inequality or conduct action research projects

Measuring the impact

- Use the EDI action plan and subsequent board reports and scrutiny to measure impact against targets set
- Listen to feedback from the EDI Networks on their effectiveness and impact