



**LEEDS CITY**  
COLLEGE

# EQUALITY, DIVERSITY AND INCLUSION STRATEGY

---

**2018 - 2021**



# INTRODUCTION

Leeds City College is a further education institution that is amongst the fastest growing and innovative colleges in the country, leading vocational and academic education; creating a learning environment where every student can achieve their full potential; and growing a remarkable working place.

We are proud of the social and cultural diversity of our community, and see it as a strength. Our approach to equality, diversity and inclusion is driven by our brand values:

- Inspiring
- Passionate
- Collaborative
- Respectful
- Celebrate Individuality
- Aspirational


We work with our students to inspire them to succeed and build the skills to overcome any obstacle they may experience; with our staff to cultivate their aspiration and curiosity, and with our wider stakeholders to invest in communities and source opportunities.



## WHAT DO WE MEAN BY EQUALITY, DIVERSITY AND INCLUSION?

---

Our equality, diversity and inclusion approaches go beyond meeting our statutory duties; we strive to eliminate discrimination, advance equality of opportunity and foster good relations, are responsive to our environment, promote emotional wellbeing and champion social mobility.









## **EQUALITY**

Equality is about ensuring that every individual has an opportunity to make the most of their lives and talents. No one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

---

## **DIVERSITY**

Diversity is to recognise that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

---

## **INCLUSION**

Inclusion involves fostering an environment that allows people to be themselves. Regardless of their backgrounds, characteristics and ways of thinking, to work effectively and fulfil their full potential. Staff and students must feel valued, listened to and respected. We also want them to develop a range of skills as they get ready for the working world and other opportunities in the future.



# THE LOCAL CONTEXT



**Leeds City College ranks in the lowest decile for deprivation in the country and learners at all levels and ages sit in quartile 1 (most deprived). Over 50% of leavers are recruited from the poorest 10% of postcodes.**

The achievement rates for students of all ages are above the provider group rates, and there are no significant gaps in outcomes by gender or ethnicity at college level, but closer analysis shows underachievement by gender on some regulated qualifications, and BAME students slightly outperforming their white British students, overall but with some difference in achievement rates within BAME groups.

Students with disabilities show no overall significant difference in achievement, although some underperformance has been identified for some specific disability types. Students with learning difficulties perform strongly, reflecting the impact of well differentiated teaching, learning and support, however there is a gap in outcomes between disadvantaged and non-disadvantaged students.



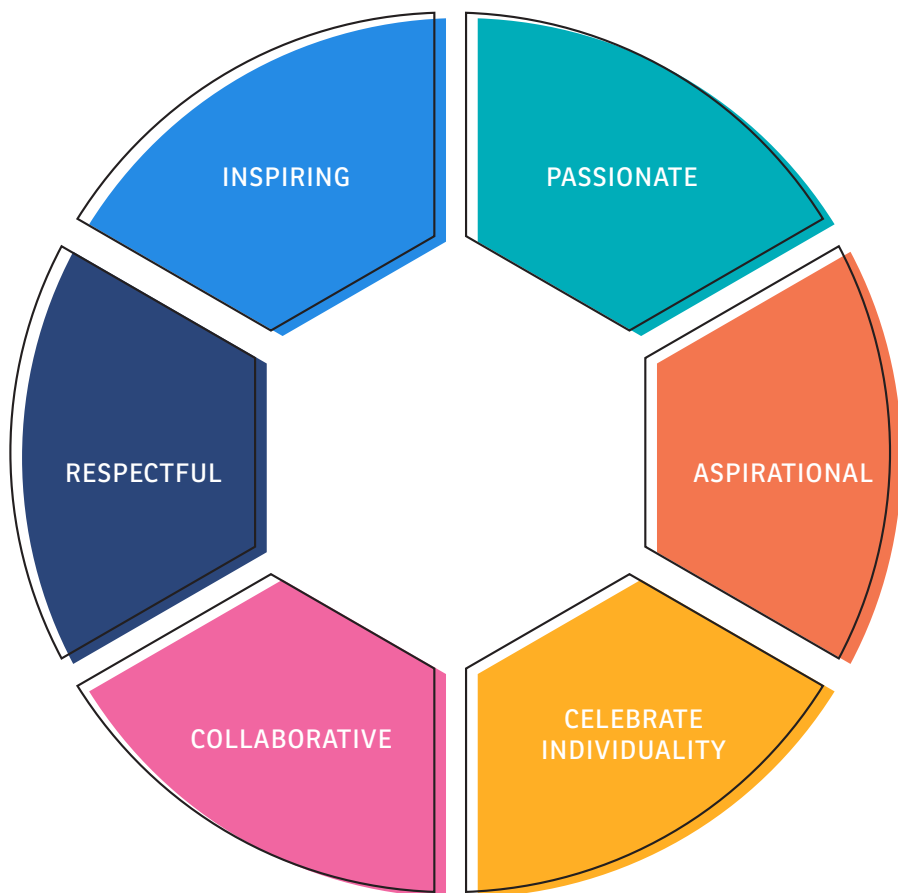
# **OUR COMMITMENT**

**At Leeds City College, commitment to equality, diversity and inclusion is demonstrated by:**

- A visible senior leader with responsibility for equality, diversity and inclusion
- Strategies, policies and working practices to inform all members of the college' community about the importance of equality, diversity and inclusion
- Equality objectives which are values driven, relevant to our communities and meet our general equality duty
- A planned approach to identifying and closing equality gaps for students and staff
- Staff equality forums and a student liberation committee
- An active, engaged and representative Equality Champions Network
- Listening to the voices of staff and students, involving them with campaigns, forums and networks in the college and across Leeds City Region to develop meaningful equality and diversity initiatives
- Committing to and achieving accreditation and quality marks such as Investors in Diversity (Stage 2) and the Leeds Cultural Cohesion Quality Mark

A thick pink vertical bar is positioned on the left side of the page. A thin black diagonal line runs parallel to its right edge, extending from the top to the bottom of the page.

# **OUR PRINCIPLES AND VALUES**





A thick orange vertical bar is positioned on the left side of the page. A thin black diagonal line runs parallel to its right edge, extending from the top to the bottom of the page.

# **EDI STRATEGIC OBJECTIVES**

1

**OBJECTIVE 1**  
PROMOTE SOCIAL MOBILITY

2

**OBJECTIVE 2**  
ACCESSIBILITY FOR ALL

3

**OBJECTIVE 3**  
VOICE AND INFLUENCE

4

**OBJECTIVE 4**  
CELEBRATE DIVERSITY

5

**OBJECTIVE 5**  
CHALLENGE DISCRIMINATION

6

**OBJECTIVE 6**  
PROMOTE WELLBEING

# 1

## **OBJECTIVE 1 PROMOTE SOCIAL MOBILITY**

---

**We will promote social mobility through raising aspirations and improving 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 profiling, to better understand its impact
- Developing programmes of activities for students and staff with protected characteristics to harness talent, develop career inspiration and ambition and to fulfil potential
- Ensuring retention and attainment gaps are identified and addressed to maximise progression for all students, including achievement of level 3 qualifications by age 19 and progression into work for adult learners
- Developing relationships with local communities and external stakeholders, particularly those representing protected groups, to deliver our equality objectives
- Promoting work experience and employer led activities to extend the experience of students

# 2

## OBJECTIVE 2 ACCESSIBILITY FOR ALL

---

We will champion accessibility of the curriculum and the college environment, improve physical accessibility, challenge ability discrimination and promote respect and inclusion regardless of ability, disability or mental wellbeing.

- We will do this by:
- Striving to adhere 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 users, who may be visitors or members of the public
- Raising awareness of the impact of hidden disabilities on participation and inclusion in college life
- Improving the visibility and profile of staff, students and visitors with disabilities
- Understanding accessibility audits on college buildings to identify barriers and addressing these to maximize access to building users

# 3

## OBJECTIVE 3 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 within the college and local communities.

- 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 and the student union liberation committee to have a strong EDI voice in their study, work and social environments
- Involving EDI Champions and student representatives in the monitoring of departmental, college and group EDI actions
- Coordinating campaigns and activities for students and staff to plan, co-produce and lead activities which challenge non-inclusive behaviours
- Creating opportunities for staff to engage with local communities and networks, to share best practice and build links with external groups



# 4

## OBJECTIVE 4 CELEBRATE DIVERSITY

---

We will seek and create opportunities to celebrate diversity, being responsive around the needs of the college community and ensure excellence through inclusion.

- We will do this by:
- Celebrating the differences between members of the college community 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 under representation of protected groups, particularly in college management roles
- Monitoring the take-up of development opportunities for students and staff and evaluating feedback on student and staff experience and outcomes by equality characteristic to identify and address performance gaps in experience or outcome
- Reviewing college policies and practices for students and staff to ensure they are inclusive in both language and impact

# 5

## OBJECTIVE 5 CHALLENGE DISCRIMINATION

---

We will promote a culture of mutual respect, tolerance, democracy, individual liberty and shared expectations in our practice and communications.

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 members of the college community, free from physical risks, bullying or harassment

# 6

## OBJECTIVE 6 PROMOTE WELLBEING

---

We will invest in, and promote a culture of, mindfulness, positive mental health and wellbeing across the college.

We will do this by:

- Teaching, learning and enrichment activities and training opportunities for staff explicitly teach emotional wellbeing, restorative approaches and strategies to build resilience
- Providing access for staff and students to activities and opportunities to support their mental health and emotional wellbeing, including community engagement, social action and promoting a healthy lifestyle
- Creating a culture of safe disclosure around mental wellbeing and encourage a life-work balance
- Recognising that risk or vulnerability of students and staff may be heightened due to protected characteristics
- Developing relationships with multi-faith organisations to meet the needs of a diverse student and staff body

A thick orange vertical bar is positioned on the left side of the page. To its right, a thin black diagonal line runs from the top left towards the bottom right.

**MAKING IT  
HAPPEN**

**The college Quality Improvement Plan specifies the detailed actions, timescales, targets and responsibilities identified to deliver the objectives.**

The plan is monitored by the Leeds City College Equality, Diversity and Inclusion Committee, which is chaired by the governor with responsibility for equalities. Regular reports are presented at the college and group boards. Further information can be found on the staff intranet.





## WANT TO KNOW MORE?

---

Here's who to contact:

**equality@leedscitycollege.ac.uk**

**Andrea Cowans**

Director of Student Life

andrea.cowans@leedscitycollege.ac.uk

**Tanisha Singla**

Performance and Project Co-ordinator

tanisha.singla@leedscitycollege.ac.uk

**Stephanie Walwyn**

Head of Business Partnering

stephanie.walwyn@leedscitycollege.ac.uk

**LOVE OUR  
COLLEGES**

---

Member of Luminate Education Group