



ASSOCIATION
OF COLLEGES

Equity, Diversity & Inclusion Charter



Equity, Diversity and Inclusion Pledge

Brooklands Technical College signed the AOC Charter in September 2024, and the Corporation has agreed that for the Academic Year 2024 – 2025:

- We pledge to remove barriers to access and equal opportunities for all and in particular for Gypsy, Roma, and Traveller learners (GRT) and those who are neurodiverse. We pledge to foster cultural awareness and respect for GRT, and promote understanding of their unique histories and traditions in our College community.
- We will create personalised support services for all learners to ensure that they have positive destinations. We will promote their academic success and personal development.
- We pledge to continuously educate ourselves and provide all staff with training and development opportunities that promote a culture of equity, diversity and inclusion. Our College community will continue to be an inclusive and respectful environment.
- Achievement will be monitored by recording agreed milestones and appropriate measures of success and published in annual reports.

Equity, Diversity and Inclusion Pledge

Brooklands Technical College - Success Measure 2024-25

1. The establishment of a personal development programme for all learners that promotes cultural awareness and respect. The programme will promote understanding of the unique histories and traditions of the diverse communities in our local area such as GRT.
2. Analysis of the progress and retention of all learners and in particular, adult males, GRT, those on Free School Meals (FSM) and young carers to ensure early intervention for those at risk.
3. Targeted actions to remove barriers and increase retention and achievement rates for adult males, GRT, those on FSM and young carers.
4. Achieve nationally recognised awards and accreditation to underpin our commitment to equity, diversity and inclusion. For example; Investors in People Award and the College becomes a disability employer in July 2025.