BROOKLANDS TECHNICAL COLLEGE

Lets do this, together.

Equity, Diversity & Inclusion NEWSLETTER

EDI at Brooklands Technical College

Welcome to the inaugural edition of the Equity, Diversity and Inclusion (EDI) newsletter.

Why are we sending a newsletter?

We, the EDI committee, want to share updates on EDI initiatives, policies, and resources with you. We hope this will not only keep you informed and engaged, but will also provide you with opportunities to provide feedback, suggestions, and to get involved with activities.

BROOKLANDS TECHNICAL COLLEGE

EDI is a priority at Brooklands Technical College and we are actively working to create a more inclusive environment. We want all of our colleagues and students to feel accepted and a sense of belonging, regardless of their background, age, disability, gender reassignment, marriage or civil partnership, pregnancy, maternity, race, colour, nationality, ethnic or national origin, religious belief or lack of, sex, sexual orientation or any other characteristic. More than that, we want everybody to have equally successful outcomes.

What is the purpose of the group?

The purpose of our EDI committee is to promote and ensure a fair, inclusive, and respectful environment for all students and staff.

We aim to achieve this by:

Developing policies and procedures: creating guidelines to ensure fairness in recruitment, admissions, teaching, and all other areas.

Raising awareness: through workshops, training sessions, and campaigns to educate the college community about EDI issues.

Monitoring progress: tracking data on diversity and inclusion to identify areas for improvement.

Providing support: offering resources and support to students and staff who have experienced discrimination or harassment.

Collaborating with other groups: we will work with students, faculty, and staff to promote EDI initiatives.

Be Caring

We care, we are compassionate, we foster a safe and supportive environment which enables everyone to grow and flourish.

Be Inspiring

We inspire, motivate and raise aspirations through sharing good practice, taking risks, innovating and embracing change.

Be Collaborative

Collaboration thrives on diverse perspectives and requires a genuine interest in others' ideas, openness, and receptivity to constructive feedback.

Be a Champion

We champion growth and success, appreciating the ideas, values and beliefs of everyone.

What have we achieved so far

1) We have made a pledge to the Association of Colleges (AoC), which is published on our website.

- We pledge to remove barriers to access equal opportunities for all and in particular for Gypsy, Roma, and Traveller students (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 students 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.

2) We have an action plan for the year, please take the time to have a look and see if there are any activities that you would like to be involved with.

3) We have started to organise "EDI Celebration Week", to be held from 31 March – 4 April 2025. Input has been collated from over 30 students to start to identify themes for each day.   The next steps are to:

- Finalise daily themes
- Book appropriate space(s)
- Ask staff to 'sign-up' to run EDI activities across the week.
- Approach outside agencies to deliver activities

4) We have created an Equality Impact Assessment (EIA) form, to be used within a wide range of changes such as restructures, procedure, policy, service, function or strategy. These will be completed to demonstrate that individuals and groups have been consulted to identify any impact, and to develop an action plan to mitigate any negative impacts.

5) We have delivered EDI training to all staff via the Enable online training platform, and are looking to include training on further topics, including unconscious bias and mental health.

6) And finally we have launched the EDI newsletter - thank you for reading the first edition.

Written and created by Steven Williams and Chloe Berryman