

EDI Action Plan 2024 - 2027

Objective for improvement	How we aim to do this	Who is responsible?	By when?
Continue to ensure a broad representation of student involvement in EDI events and celebrations	Recruit students from a diverse background and a range of protected characteristics to represent student voice and positive change	Deputy Principal, EDI Champions, PPD Manager and Wellbeing and Inclusion Manager	Ongoing
Monitor attendance, retention and achievement of those students with protected characteristics and provide interventions to ensure the achievement gap is closed	Consult with Heads of Departments (HoDs) and Progress Coaches on progress monitoring and interventions	Vice Principal–Curriculum, HoDs, Progression and Pastoral Manager	Ongoing
Ensure all areas of the Trust are accessible for disabled students	Consult with disabled members of the Trust community about accessibility and to inform planning decisions for expansion plans	Deputy Principal, Associate Principal for Inclusion and Wellbeing and Estates Team	Ongoing
Improve the variety of food options for protected characteristics	Use the Student Union Executives to inform planning and conversations with Catering Manager about vegan, halal food options and clear labelling for allergies	EDI Champions, Student Union and Catering Team	Ongoing
Engage with the local community who have protected characteristics to share lived experiences and educate students and staff	Organise events and guest speakers from the local community to share their experiences or career choices	Deputy Principal, Associate Principal for Inclusion and Wellbeing and Associate Principal for CfPD and PPD	Ongoing
Celebrate and promote religious celebrations and festivals	Actively promote other religious celebrations such as Eid, Diwali and Hanukkah to include the diverse Trust community	EDI Champions, Student Union and Marketing team	Ongoing
Improve support available for students from lower socio-economic backgrounds and tackle post pandemic poverty	Actively promote the financial support available to students that meet the threshold, train staff on how to support students from lower socio-economic backgrounds, monitor the take up and impact of financial support available	Associate Principal for Inclusion and Wellbeing, EDI Champions, and Chief Financial Officer	July 2025
Monitor the embedding of EDI into curriculum	Staff audits, training	EDI Champions	Ongoing

EDI Action Plan 2024 - 2027

Apply for and achieve EDI Award to benchmark and celebrate current position	Research awards for EDI and criteria	Deputy Principal, EDI Champions, Wellbeing and Associate Principal for Inclusion and Wellbeing and HR Manager	Ongoing
Build relations with community. Centre4, West Marsh, Mosque, Churches	Build relationships with each community. Planning purposeful events that are impactful and powerful for our students, staff and the community we work with	EDI Champions	Ongoing
Establish EDI student leads and ensure diverse representation of Student Ambassador	Give the students tasks, events to plan, and autonomy to follow through with ideas	EDI Champions and students	Ongoing
Review the support structures for students from diverse ethnic backgrounds and religions	Gather student voice and host staff training from external agencies	Deputy Principal EDI Champions	Ongoing
Devise a recruitment and talent strategy which aims to encourage applicants from ethnic minority backgrounds	Use equal opportunities messaging in recruitment advertisements Offer training for managers in fair recruitment and selection Advertise roles on jobs boards which are used by candidates from ethnic minority background	HR Manager	Ongoing
Develop and promote learning and development opportunities to all staff to ensure minority groups are given an equal chance for personal and professional development and career progression	Work with VP TLA to ensure a fair and consistent approach is taken to promoting and accessing training and qualifications	HR Manager / VP TLA	Ongoing
Maintain gender balance on leadership and Corporation	Currently 5/7 CLT members are female and the majority of the Trust governance structure members are male.	Principal and CEO and Governance Professional	Ongoing