

AoC's equity, diversity and inclusion charter – public statement by colleges

The UK is a multinational, multi-ethnic, and multi-faith society where our strengths and values are rooted in our culture. The further education sector reaches millions of students, staff and many communities in every town and city across the country and is uniquely placed to bring about transition and transformation in our society. Colleges are centres where students belong.

This is our public statement of commitment to providing equity and creating 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:

- ensuring equity and inclusion are reflected in our curriculum.
- putting diversity and inclusion at the heart of our employment policies and practices.
- listening to, and reflecting on our obligations to, the communities we serve.
- encouraging 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.

Alison Andreas

Principal and Chief Executive

and

Lisa Blake

Chair of Governors

has made a commitment of

support to adopt AoC's equity, diversity and inclusion charter.

Date signed by Colchester Institute: 28 March 2025