

AoC EDI CHARTER - OUR COLLEGE PLEDGE

As an institution dedicated to learning and growth, Solihull College and University Centre continues to prioritise equality, diversity, and inclusivity within our community. We take immense pride in the diverse group of students and staff who contribute to the vibrant tapestry of our college. Recognising that diversity fosters creativity and innovation, we understand its pivotal role in our organisational success. While we celebrate our diversity, we acknowledge the challenges that persist in achieving full representation, especially within leadership and governance roles. As an organisation, we remain steadfast in our commitment to address these disparities head-on.

Our governing body is committed to challenging and supporting the senior leadership team to ensure we further develop and cultivate a college environment where all students and visitors feel respected, included and supported to achieve their full potential.

The College has agreed a set of equality objectives, progress against which is reviewed annually and published in our annual EDI reports. We are due to renew these objectives in 2026.

These objectives provide focus for our commitment to achieving our EDI aspirations:

- Achieve a **staff profile** that reflects the student population and therefore provides the best experiences for our learners and staff
- Achieve a **profile at leadership and management level** that reflects the current staff profile, and then the student profile.
- Take positive action to address the **under-representation of black apprentices**
- **Review the FE curriculum** and our teaching approaches to ensure learning reflects contemporary British values, the influence of colonial history on society and recognises the positive contribution ethnically minoritised background people have made and continue to make.
- To ensure that **anti-racism and anti-discrimination is central to our CPD**
- To further develop a College environment that is safe, inclusive and encourages all staff and students to **bring their whole self to College**, with a particular focus on **LGBT+ students**
- Further develop **cultural awareness**.

We are committed to ensuring equity diversity and inclusion at the heart of both our employment and student policies and practices. We will monitor and analyse data and feedback from staff and students to measure our success.