



Colchester Institute and the AoC Equity, Diversity and Inclusion Charter

Colchester Institute is proud to have signed up to the Association of Colleges Equity, Diversity and Inclusion Charter, a national initiative for Further Education (FE) in England.

Governors committed to the Charter and to the statement below at the Board meeting on Friday 28 March 2025, further strengthening our public commitment to equity, diversity and inclusion, and reflecting our [core values](#).

The full AoC Charter, signed by Alison Andreas, Principal and Chief Executive and Lisa Blake, Chair of Governors can be read [here](#).



What does signing the charter mean for the Colchester Institute community?

In order to embrace the spirit and the letter of the Charter, Colchester Institute has evaluated current performance and practice and has taken feedback, including a comprehensive staff survey. From that activity, four overarching priorities were identified, with commitment statements for each. These can be read below:

1. Culture and language

- Through varied and comprehensive Professional Development for staff and Personal Development for students, we will strive to ensure an Inclusive and Respectful environment.

Success Factor

The language and actions of campus users create a welcoming environment for all, where people can be themselves, try out ideas and thrive.



2. Policies, procedures and process

- **We will ensure that policies, procedures and processes do not disadvantage individuals or groups.**

Success Factor

All writers, reviewers and approvers of policies, procedures and processes have received training, and all new and revised policies are actively critiqued for this purpose.

- **We will create a more comprehensive database of diversity data from employment applicants, new recruits, and existing staff in order to monitor the equitability and inclusivity of our policies, procedures and practices.**

Success Factor

Evaluation shows that our recruitment and employment practices do not disadvantage individuals or groups.

- **We will ensure that all promotional and publicly available materials (graphically and pictorially) reflect our commitment to equity, diversity and inclusion.**

Success Factor

Staff, students and applicants can identify with those portrayed in materials, and language and text used is non-discriminatory and accessible to all.

3. Curriculum delivery and support

- **We will establish a quality assurance process to review course content, materials and delivery in order to ensure accessibility; and to develop learners' understanding and appreciation of diversity.**

Success Factors

Evaluation and observation show that all curricula are accessible and inclusive.

The curriculum equips learners to be responsible, respectful citizens and promotes respect for the different protected characteristics as defined in law.

- **Learner achievement gaps are identified, addressed and removed at both College and Subject levels. A College wide priority here is the achievement of learners with declared learning disabilities.**

Success Factor

Quality Improvement Plans (College and Area) include actions to address achievement gaps and these actions are impactful with specific targets are met.



4. Campus accessibility and experience

- **We will review physical accessibility for all campus buildings and locations and identify solutions to ensure that all campus users can access all services and move about our environment with ease.**

Success Factor

The whole Colchester Institute community enjoys the same high quality campus experience.

- **We will work to ensure the availability of assistive technologies to ensure equity of access to learning and work for all students and staff.**

Success Factor

All students and staff can access their learning and work equitably.

In support of the above, we will:

- Create a detailed action plan to ensure the delivery of the above (end April 2025).
- Monitor progress against this plan at all levels including Board level (from April 2025).
- Involve staff and students in the delivery and monitoring of these plans, including through the EDI Steering Group (from April 2025).
- Publish our progress in the College's Annual EDI report (annually from May 2025).
- Celebrate and showcase diversity and inclusion achievements in the College (from April 2025).

Colchester Institute Values

We are an **INCLUSIVE** College, welcoming employees and learners of all backgrounds, ages and abilities.

We are **COLLABORATIVE**, working in partnership internally and externally to achieve shared goals.

We are **RESPECTFUL** of each other in our words, actions and behaviours.

We are **AMBITIOUS** for our learners, our staff and our College, always striving for excellence.

We are **HONEST** and open, and act with integrity in all that we do.

We provide a physically and emotionally **SAFE** environment, where people can be themselves, try out ideas and thrive.