

Be Kind Be Inclusive

Strategy 2026-2029



Inclusion for All - Our Commitment

At Blackburn College, our identity is rooted in an unwavering commitment to inclusion. Every student, colleague, partner and community member must feel they are part of our shared purpose, united in our mission to ***transform students' lives through exceptional education, training and support.***

We commit to:

- **Be Kind and Be Inclusive** in all we do, making kindness, respect and fairness the foundation of our culture.
- **Be Work Ready, Be Exceptional, Be Future Focused**, ensuring every student, whatever their background, personal identity or experience, achieves excellence and is prepared for the future.
- **Become a truly inclusive College:** a place of belonging, fairness, opportunity and authenticity, where every person can fulfil their potential.
- **Be recognised as an employer of choice**, setting the standard in inclusive practice locally, regionally and nationally.
- **Raise aspirations for disadvantaged groups**, tackling structural barriers and driving equity.
- **Work in partnership with staff, students, employers and the wider community** to build a culture of kindness and inclusion.



Position Statement

Blackburn College sits at the heart of one of the UK's most diverse communities. Our strength lies in our people – students, staff, partners and our wider community. But we also recognise that not everyone starts from the same place, and that barriers to equity, inclusion and opportunity remain.

Some groups continue to face persistent disadvantage in education, employment and life outcomes. This strategy lays out our commitment to lessen those barriers, proactively pursue kindness and inclusion, and ensure that everyone connected to our College feels they truly belong.

We will:

- Be Kind and Be Inclusive in every interaction.
- Be Work Ready, Be Exceptional, Be Future Focused in preparing students and staff for life and work.
- Be a truly inclusive College where difference is celebrated, equity is achieved, and opportunities are open to all.
- Be recognised as an employer of choice and an inclusion leader regionally and nationally.
- Raise aspirations for disadvantaged and under-represented groups.
- Enable every person to be themselves and achieve their full potential.

Our Vision

A College where kindness, authenticity and inclusion are lived values, shaping decisions, policies, teaching and culture, so that every student and colleague can thrive.



Strategy Themes

1. Students: Inclusion in Learning and Experience

Objectives

- Ensure every student feels safe, valued, respected and supported to achieve.
- Embed kindness, authenticity and inclusion into curriculum, teaching and enrichment/personal development.
- Close attainment and progression gaps between different student groups.
- Enable each student to be themselves and fulfil their potential.
- Ensure all students are supported in line with their needs.

Key Actions

- Deliver an inclusive curriculum review using Ofsted's new toolkit.
- Introduce "Be Kind, Be Inclusive" induction modules and tutorial content, celebrating diversity.
- Expand peer mentoring for disadvantaged and under-represented students.
- Continue to implement clear, visible routes to report unkind or discriminatory behaviour, supported by restorative processes.
- Run regular student inclusion focus groups.
- Implement inclusion dashboard to support teaching and effective targeted intervention.

Measures (KPIs)

- $\geq 95\%$ of students feel "respected, safe and included."
- $\geq 95\%$ state "Blackburn College helps me feel work ready, future focused and exceptional."
- $>90\%$ of students with SEND or a disadvantage are appropriately supported to progress and achieve.



2. Staff: Inclusion in Employment and Development

Objectives

- Attract, retain and develop a diverse workforce where all feel valued and included.
- Embed kindness and inclusive behaviours as essential competencies.
- Strengthen accountability for inclusive leadership at every level.
- Ensure CPD and OD build capacity to deliver inclusive excellence.

Key Actions

- Deliver a "Kindness & Inclusion in Practice" CPD programme.
- Continue to embed inclusive recruitment practices: diverse interview panels, accessible job adverts, unbiased shortlisting processes.
- Integrate inclusion expectations into appraisal and performance management.
- Develop OD pathways for under-represented colleagues into leadership roles.
- Run regular inclusion feedback sessions and focus groups.
- Implement a bespoke inclusion survey to measure lived experience.

Measures (KPIs)

- $\geq 95\%$ of staff feel "valued and included."
- 100% completion of mandatory EDI/kindness training.
- $\geq 95\%$ positive responses in inclusion pulse survey results.
- $\geq 95\%$ teaching staff receive specialist teaching of inclusion CPD.



3. Partners and Community: Inclusion Beyond the College

Objectives

- Strengthen partnership working with employers, schools and community organisations.
- Share best practice in kindness and inclusion regionally and nationally.
- Raise aspirations for disadvantaged groups across Blackburn and beyond.

Key Actions

- Develop a “Be Kind, Be Inclusive” Partnership Pledge for employers and community organisations.
- Target schools in disadvantaged areas with outreach and aspiration-raising activity.
- Expand volunteering initiatives supporting diverse local communities.
- Build external networks and community groups.
- Increase work experience opportunities for SEND students.
- Raise awareness of SEND/ inclusion with employers.

Measures (KPIs)

- ≥20 employers sign the inclusion pledge by 2028.
- Improved progression of disadvantaged students to HE/apprenticeships.
- Recognition as a regional leader in inclusive practice.



4. Culture, CPD and Organisational Development (OD)

Objectives

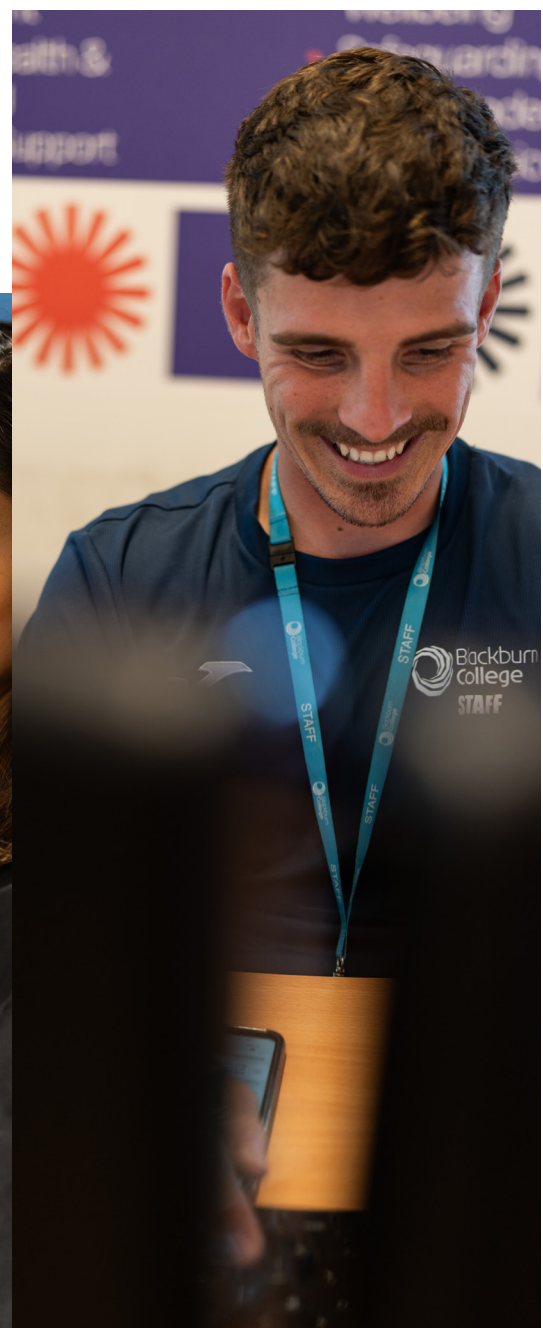
- Embed a culture of kindness, authenticity and inclusion across all operations.
- Align CPD and OD to core values: Be Kind, Be Inclusive, Be Work Ready, Be Exceptional, Be Future Focused.
- Continue to strengthen governance and accountability for inclusion.
- Use data, staff/student voice and external benchmarks to track progress.

Key Actions

- Launch a College-wide Kindness & Inclusion Charter.
- Deliver an annual Inclusion for All Week showcasing diversity and inclusive practice.
- Create an Inclusion Data Dashboard tracking student, workforce and leadership diversity, attainment and progression.

Measures (KPIs)

- Student/staff survey response rates with positive trends.
- External reviews (Ofsted, AoC etc.) recognise inclusive culture as a strength.



**Be Kind.
Be Inclusive.**

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