

Equality, Diversity and Inclusion (EDI) Charter Pledge



At Blackburn College, equality, diversity and inclusion are central to our purpose as an anchor institution serving our town, region and communities. We believe that education should transform lives and that every learner and member of staff deserves to feel valued, respected and able to achieve their full potential.

By signing the AoC EDI Charter, Blackburn College commits to meaningful, sustained action that goes beyond compliance. This pledge sets out how we will embed EDI across our strategy, culture and day-to-day practice.

Our Commitment

We commit to creating a college community where:

- Everyone feels safe, welcomed and included
- Difference is respected and celebrated
- Inequality, discrimination and prejudice are actively challenged
- Opportunity and success are not limited by background or circumstance



What We Will Do

1. Leadership and Accountability

- Place EDI at the heart of our strategic priorities and decision-making
- Ensure senior leaders and governors provide visible ownership and accountability for EDI outcomes
- Use data intelligently to identify gaps in access, experience and achievement, and act decisively where inequality exists

2. An Inclusive Culture

- Foster a culture of kindness, respect and belonging through our Be Kind, Be Inclusive approach
- Promote inclusive behaviours and challenge unacceptable language or conduct
- Listen actively to the voices of students and staff, particularly those from under-represented or marginalised groups

3. Student Experience and Outcomes

- Reduce gaps in retention, achievement and progression for different student groups
- Ensure teaching, learning and assessment reflect diverse experiences and perspectives
- Provide targeted support so that all learners, including those with SEND and high needs, can thrive

4. Workforce Diversity and Development

- Commit to fair, transparent and inclusive recruitment, progression and pay practices
- Support staff development through high-quality EDI training and reflective practice
- Strive to ensure our workforce increasingly reflects the diversity of the communities we serve

5. Curriculum and Co-Curriculum

- Embed EDI meaningfully within the curriculum and enrichment activity
- Equip students with the knowledge, confidence and skills to contribute positively to a diverse society
- Prepare learners for employment and citizenship in modern Britain

6. Partnership and Community Engagement

- Work collaboratively with local schools, employers, community organisations and civic partners
- Share best practice and learn from others across the FE sector
- Play an active role in tackling inequality and promoting social cohesion locally

Our Ongoing Promise

We recognise that EDI is a journey, not a destination. We commit to continuous improvement, openness and learning. We will review our progress regularly, publish our achievements and challenges transparently, and remain accountable to our students, staff and communities.

Through this pledge, Blackburn College reaffirms its commitment to being a place where everyone belongs, everyone matters, and everyone can succeed.