

Equality, Diversity and Inclusion (EDI) Key Objectives (2024-2025)

| | Intention | Action | Impact/Target Measures |
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| 1 | Students are regularly reminded of the importance of EDI from their first interactions at Reigate and see it as central to the College's identity | EDI inclusion in tutorial, regular events promotion to all students through bulletin, support for EDI enrichment activities including the Rainbow Society and the People of Colour Group, visible presence during Introductory Day and enrolment | Students understand importance of EDI to Reigate's identity: 1) at least monthly EDI themed bulletin items 2) EDI segment in tutorial ad Community Days 3) continued regular meetings for student enrichment 4) Annual Equality and Community Day held in the summer term |
| 2 | Staff are encouraged to incorporate EDI themes into lessons through sharing good practice and accessible resources | Devise with faculties a mechanism for sharing practice through their meetings | Staff support and promote EDI aims through the curriculum especially during key events such as Black History Month, LGBTQ+ History Month and International Women's Day. Displays reflect diverse representation |
| 3 | All potentially disadvantaged groups are monitored, and data is used effectively | Use the EDIMs data and focus groups to monitor achievement of disadvantaged groups | A wider range of student groups are monitored: 1) 2023/24 EDI review used a wider range of data 2) Parity monitored by committee |
| 4 | All staff are aware of EDI opportunities and enthusiastically participate in any training and events | Maintain role of students in EDI committee meetings, provide INSET repeats for new staff. Utilise the EDI section on SharePoint with guidance and advice | All staff value EDI at Reigate and participate in training and events. |
| 5 | Promote EDI widely to increase participation and seek feedback from a wider range of students and increase awareness of how to report any EDI issues | Increase number of EDI themed tutorial lessons; carry out focus groups with students outside student enrichment activities | All students feel able to engage with EDI events and issues, and the opinions of a wide range of students are valued: 1) minimum for EDI themes in tutorials and lessons 2) Annual Equality and Community Day held in the summer term 3) College is a safe space |
| 6 | Gender questioning students feel included and supported from their first interaction at Reigate in line with the Cass Report | Provide training for all staff including ongoing support. Monitor government guidance regarding gender diversity | Inclusion of gender questioning students from their first interaction with Reigate: 1) Updated training for relevant all staff 2) Database updated to include preferred gender including non-binary |
| 7 | Continue to address systemic racism | Promote and monitor the People of Colour group for staff and students. Ensure an appropriate member of staff runs the group. Explicitly include discussions/awareness in INSET training | Monitor the engagement/representation of People of Colour. Review College policies. |
| 8 | Support female identifying staff and students | Sustain and develop the Women's Group to be run by an appropriate member of staff. Promote the Women in Stem group. Monitor the gender on the EDIMs data to identify any disparity | Monitor the engagement, representation and needs of female staff and students. |