



Equality, Diversity, Inclusion & Belonging: Our Commitment & Objectives



Commitment statement

At Gateshead College, we are committed to creating a culture where diversity is celebrated, inclusion is embedded, and everyone – learners, staff, and partners – feels they truly belong. We take proactive steps to remove barriers, create opportunities, and ensure that every individual is valued, heard, and supported to achieve their full potential. Playing a vital role in our local community, we champion equity and inclusion within our college and beyond, ensuring our people and partners thrive in an environment of fairness, respect, and opportunity.

Objectives

The objectives below are themed around four key areas: **Culture, Curriculum, Campus, and Community** and set out our intentions for equality, diversity, inclusion and belonging at Gateshead College.

They provide a clear direction and will be underpinned by an annual college action plan with specific, measurable actions and deadlines. The action plan will track progress and assign accountability while allowing flexibility to adapt over time. This approach keeps our goals ambitious while making sure we take practical steps to deliver real change



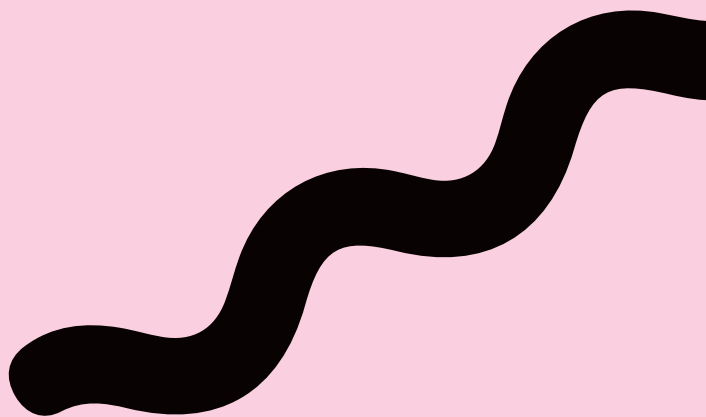
CULTURE.

A Place Where Everyone Belongs

Objective: Build a college culture that celebrates differences and makes sure everyone feels respected, valued, and able to succeed, advancing equity for each protected characteristic.

We will:

- Embed equality, diversity and inclusion into policies and procedures, leadership, and decision-making, with clear accountability and regular progress updates.
- Strengthen and promote clear, accessible reporting systems for discrimination, bullying, and harassment, ensuring action is taken so everyone feels safe and supported.
- Train staff and leaders to confidently address bias, foster inclusion, and understand different perspectives.
- Celebrate diversity through events, campaigns, and initiatives that promote understanding and challenge bias.
- Develop a workforce plan that champions fairness, transparency, and teamwork and supports us to reflect the diversity of our community by improving recruitment, progression, and retention practices.
- Provide meaningful opportunities for staff and students to give feedback, share lived experiences and influence improvement and change.
- Use data to track progress and inform actions to close equity gaps, particularly for those with multiple disadvantages.



CURRICULUM.

Learning That Reflects Everyone's Stories

Objective: Make sure that what we teach and how we teach it reflects the diverse world we live in, giving everyone the chance to succeed and feel represented while promoting positive values and behaviours.

We will:

Make sure lessons and materials reflect the world around us and include voices, ideas, and histories from a wide range of people and cultures.

- Use student data to close equity gaps, including for those with multiple disadvantages and systemic barriers and develop strategies to support those who need it most. We will measure the effectiveness of our teaching practices and adjust where needed to ensure fairness and inclusivity.
- Support teachers with training and resources to create inclusive, engaging lessons that reflect different lived experiences and promote positive behaviours and values.
- Promote diverse career paths and connect students with mentors and role models who can guide and inspire them, particularly those from underrepresented backgrounds.



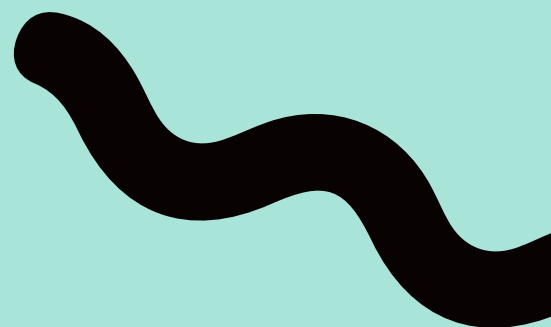
CAMPUS.

A space for everyone

Objective: Make our campus a welcoming, accessible, and safe space where everyone feels they belong.

We will:

- Provide inclusive, accessible and welcoming spaces for everyone. We will make sure our buildings, classrooms and digital spaces are easy to use no matter what your needs or abilities and make sure we keep this under review.
- Gather feedback from students, staff, and visitors to identify and fix any barriers to inclusion or accessibility.
- Use clear signs, helpful tools, and visible campaigns to show that equality, diversity, and inclusion are at the heart of our college.



COMMUNITY.

Working together to make things better

Objective: Build strong partnerships with local groups, employers, and communities to make a real difference together.

We will:

- Partner with local organisations and businesses to create opportunities that benefit everyone and help us better understand and meet the needs of learners, staff, and the community.
- Identify and strengthen partnerships with local organisations and employers to promote inclusion and opportunity, showing how colleges can champion equality, diversity, and inclusion in the wider world.
- Increase outreach with diverse communities and underrepresented groups, bringing people together and attracting staff and students from all backgrounds to enrich our college culture and strengthen inclusivity.

