

Moulton College – Equity Diversity & Inclusion Objectives

‘Compliance to Culture’

2024-2028

Vision: to Strengthen diversity and improve inclusion across student and staff communities. Developing our vision to create an inclusive and respectful culture where diversity is valued and celebrated, and everyone has equal opportunities to succeed and thrive at Moulton College.

EDI Objectives:

Strengthen
Promote
Develop
Celebrate
Enhance

Corporate Objectives:

Achieve excellence and inspire success
Build credibility, relevance, and value
Invest in our people
Focus on growth
Ensure long-term financial stability

1. Strengthen Equality, Diversity, Equity & Inclusion into our core ethos and culture.

- 1:1** Develop a culture that is people centric and promotes inclusivity.
- 1:2** Develop a strong EDI focus across all Teaching Learning and Assessment.

2. Promote the expected behaviours and challenge discrimination without fear.

- 2:1** Provide a learning environment in which everyone is valued as an individual, has an equal opportunity to participate, and is treated with dignity, fairness and respect and is demonstrated to be of utmost importance to us all.
- 2:2** Promote an environment where students staff and visitors feel comfortable to challenge discrimination having the backing of senior leaders.

3. Develop a rich qualitative fact base and quantitative data collection.

- 3:1** Monitor and analyse EDI data (as Business Intelligence- BI data) at Moulton College to identify areas for improvement and develop evidence-based solutions.
- 3:2** Analyse staff and students' EDI needs and requirements.

4. Celebrate and strengthen our diversity and improve inclusion across student and staff communities.

- 4:1** Encompass our determination to ensure that all members of the College have an equal opportunity to maximize their potential, are valued equally and are treated with respect.
- 4:2** Continuously promote, celebrate, and value diversity, ensuring equality is at the heart of all we do.

5. Enhancing the staff and student experience through fostering an environment of access and inclusion and improving the diversity of our organisation.

- 5:1** Ensure that in respect of both employment and education, all are provided in an environment in which diversity is valued.
- 5:2** Create a working environment and culture in which every individual can feel safe, have a sense of belonging and be empowered to reach their full potential.