AoC Equity, Diversity & Inclusion (EDI) Charter
LMC Commitment Overview

We pledge to foster an inclusive, equitable, and diverse environment where all learners, staff, and communities feel valued and empowered. Our actions reflect the unique challenges and strengths of our local context.

Key Actions

Inclusive Curriculum Design

- Embed diverse perspectives and voices across all subject areas and throughout the tutorial programme
- Ensure we have an inclusive teaching culture and practices
- Co-create curriculum content with relevant stakeholders to ensure every learner has an opportunity to participate, achieve and develop

Learner Support & Belonging

- Provide individualised learning support to remove barriers to learning where required
- Provide targeted support for learners from low-income households
- Strive to eliminate discrimination through our Safer College Community along with peer networks to promote inclusion and wellbeing
- Maintain a College of Sanctuary status

Equitable Employment Practices

- Review recruitment, retention, and progression policies to remove bias
- Implement inclusive leadership development and mentoring programmes

Community Engagement

- Establish regular forums with local community groups to inform college policies
- Partner with local organisations to support outreach and access initiatives

Measuring Impact

Strategic Objectives

- Set annual EDI goals aligned with college strategy to be monitored by the Board
- Include EDI KPIs in staff performance reviews and departmental improvement plans

Success Metrics

- Track representation and outcomes by disability, ethnicity, gender, and socio-economic status
- Monitor learner satisfaction and sense of belonging through surveys and focus groups

Transparency & Reporting

- Publish an annual EDI impact report highlighting progress and challenges
- Share case studies and testimonials to illustrate lived experiences and improvements