

AoC EDI Charter Pledge 2025

Our Ethos

Equity, Diversity, Inclusion. These principles guide us in building our teams, supporting our communities, cultivating leaders, and creating an environment that fits everyone.

What Success Will Look Like

Eliminate learner attainment gaps, focusing on minoritised groups.

Commit to staff and leadership groups to be representative of the communities they serve.

Empower learner and staff voices to inform decision-making at all levels.

Champion our values with external stakeholders.

How We Will Demonstrate This

Our priorities include:

- Create Group and EDI strategies that reflect our values.
- Use evidence-based approaches for decision-making and resource allocation.
- Ensure inclusive learning environments and experiences for all.
- Provide development and progression opportunities for all.
- Value and represent employee and learner voices.
- Lead EDI efforts with external stakeholders.

How We Will Do This and When

Our headline actions:

- Develop Group and EDI Strategies for 2026-31, to be in place by summer 2026.
- Ethnicity sharing rates, aiming to exceed 85% by 2026 and maintain 90% thereafter.
- Implement inclusive curriculum development, pilot launched in autumn 2024.
- Launch a new 11-month leadership development programme in autumn 2025.
- Grow Employee Networks senior leadership sponsorship from autumn 2025.
- Develop Student Networks to support change, with a review in autumn 2025.
- Internally driven recruitment data by summer 2025.
- Analyse internal progression alongside demographic data to target support.
- Drive consistent professional development with a new process in autumn 2025.
- Use the Leaders in Diversity assessment to inform actions by summer 2025.
- Equality & Accessibility Impact Assessments consistently used by summer 2026.

This pledge outlines our commitment to fostering an equitable, diverse, and inclusive environment for all.