EDI steering group goals (and update on actions) Aug 2020

Medium and Short-term goals			
Goals 0-1 years	Activity	Date	Impact
Improve the diversity of speakers and session leaders at AoC conference and all Create events.	2019: although some breakout panels were less diverse than planned due to the pre-election period preventing civil servants from participating, the event was chaired by Anita Anand and included the following keynote speakers: Ayesha Hazarika MBE, Paul Johnson, Cindy Rampersaud, Lindsey Herbert, Nora Senior, Amanda Melton, Iona Bain, Matthew Syed, Akala. Agreement that registration at annual conference 2020 will include a short diversity questionnaire to inform AoC of demographic attending and enable tracking of any changes over time.	Nov 2019 Feb 2021	Some improvement in role modelling at national events Improved baseline data on attendance/engagement
Providing case studies of best practice both within and outside the sector which have: successfully created	Case study supplied by Investors 2020 on their recruitment scheme from school and colleges students rather than graduates in March,	March 2020	Sharing practice on governance, providing opportunities for students in the future

inclusive environments; developed breaking the mould initiatives which have increased the diversity in certain subjects (such as hair and beauty or construction); improved the diversity of staff, role modelling this in leadership	more collaborative working (and building relationships with colleges to offer paid intern opportunities to students) planned going forward. Beacon Award being developed for 2020, in partnership with NCFD for inclusive leadership which will begin to raise the profile of some of the high quality work carried out by colleges in inclusive learning and create case studies for best practice and drive aspiration to provide truly inclusive learning environments.	June 2020	Role modelling, increased capacity to share good practice within the sector
Actively engage DfE and ETF in discussions regarding recruiting a more diverse workforce to improve long term diversity in leadership, also to influence the content of governor, principal and senior leader training to ensure this includes diversity across the organisation to ensure boards and leadership teams are more diverse.	2 meetings with colleagues from ETF pushing for EDI (unconscious bias training, benefits of diverse governance, diverse staff development) be embedded in all ETF/Oxford development programmes for chairs, CEOs and future leaders: programmes reviewed and EDI modules added in December 2019. Meeting with Services team at AoC to discuss their offer on recruitment of diverse board members and how the group can support this work.	Dec 2019 March 2020 Feb 2020	Some progress on EDI inclusion of leadership programmes A practical service to the sector to support diversifying board recruitment Raising profile on the benefits of diversifying boards

	KL presented breakout session at regional governors' conferences on diversity in boards and AoC's journey to IiD in 2020 (until lockdown). Work on services recruitment of diverse board members presented at Governors' Council meeting in February to raise profile and garner support: future GC agenda item on the diversity of GC (agreement reached on inclusion of student governors on the council going forward).	Feb 2020	Further profile raising and garnering support from current representative chairs
Develop a range of case studies of successful people in and out of sector willing to share a journey around a 'hidden' protected characteristic, such as a mental health illness, learning difficulty or disability or from a range of socio-economic backgrounds.	Not yet achieved		
Develop a network of groups already carrying out EDI work to strengthen the work of the group, avoid duplication and enhance any work completed.	Expertise co-opted to group in the form of Sol Chauhdry NCFD, Rajinder Mann, former CEO of Network for Black and Asian Professionals	March 2020	Broadening membership to ensure context and sector memory are utilised

	Goals 1-3 years	Activity	Date	Impact
	Influencing DfE and ETF to include the engagement of diverse audiences when developing initiatives on college staff recruitment and retention.	ETF project on mentoring BAME governors and leaders in the sector (plus unconscious bias training and development of an equality charter) won by AoC Services, delivered between November 2019 and March 2020. March Steering group meeting included colleagues from DfE, discussing recruitment campaigns for pipeline staff and asking how these would be presented to appeal to potential staff with protected characteristics, suggestions of channels to raise profile made from the group. A request that the mandatory SIR collect data on protected characteristics to enable better mapping, benchmarking and review of diversity of staff in colleges currently and in the future (including governors) Letter to Jonathan Slater at DfE proposing a strategic partnership with proposals regarding recruitment and development of BAME staff in colleges	Nov 2019 March 2020 March 2020 June 2020	

Support AoC in role modelling and providing leadership for the sector in Equality, Diversity and Inclusion (and work towards National Centre for Diversity's 'Leader' status.)	AoC achieved liD status in Nov 2019, action plan runs until July 2020 (but has improved EDI training and development, recognition of cultural and religious celebrations and remembrance, a pay review, and review of fair recruitment processes). Prospectus just received for process for leader in diversity (June 2020).	Nov 2019	Progress against targets made, still significant more work to do in diversifying AoC's leadership
		ongoing	Ongoing profile raising regarding the lack of diversity in leadership within the sector
	CE letter and Blog written in Feb 2020 raising the issues of lack of diversity in leadership and governance in FE and promoting services recruitment campaign on diverse board members, further blog written in July 2020		

Long term goals (10-15 years)

The group agreed that long terms goals should be aspirational, and truly long-term, providing a core direction of travel along DfE, ETF initiatives and projects, influencing these to ensure these goals are factored into project briefs and remain consistent when result may not be seen for several years.

These were:

Colleges are the model on leadership for their students, communities and local business for inclusion, representation, and providing an environment where individuality is celebrated and diversity promoted.

College leaders, staff and students are more confident to share, educate about and celebrate 'unseen' protected characteristics, enabling a more openly diverse community.

Increase the diversity of senior leaders; equalise the % of female principals, increase the % of BAME leaders, increase the % of leaders openly disclosing sexual orientation, learning difficulties, disabilities