

Barking & Dagenham College

Equity, Diversity & Inclusion Pledge 2025–26

At Barking & Dagenham College, we stand against racism and discrimination and pledge to make our college an exceptional place for everyone to work and study. We will embed Equity, Diversity and Inclusion (EDI) across the College to ensure that every student and member of staff can grow, develop and flourish.

Our Pledge

- We pledge to listen and learn by engaging students, staff, and governors in shaping EDI priorities and objectives, drawing on best practice.
- We pledge to ensure the diversity of our students, staff, and governors, closely reflects the community of Barking & Dagenham, taking positive action where necessary.
- We pledge to promote psychological safety so that every voice is heard, valued and respected, and inclusion is felt across our college community.
- We pledge to act on feedback by routinely monitoring experience and satisfaction, closing gaps, and driving continuous improvement.
- We pledge to foster inclusion, aspiration and excellence by welcoming learners at every level and equipping staff to support them in overcoming barriers to success.
- We pledge to close achievement and progression gaps so that every student, regardless of background, can progress into fulfilling careers and bright futures.

Success Measures 2025–26

- 1 Representation – Staff, leadership and governance profiles more closely reflect the ethnic diversity of the community of Barking & Dagenham, with targeted actions to address underrepresentation.
- 2 Psychological Safety – A new metric introduced across the College, with measurable improvements in survey results year on year.
- 3 Achievement – Evidence of reduced gaps in achievement and progression between different student groups and the impact of staff training to improve the confidence and understanding of the staff body in EDI
- 4 Inclusive Practice – All staff trained in trauma-informed and inclusive practice, supporting students to overcome barriers and succeed at every level.
- 5 Community Engagement – Regular forums and feedback loops with students, staff and community stakeholders to shape EDI priorities and monitor progress.