

Tourette's Awareness Month

May is Tourette's Awareness Month! Tics are the involuntary movements and sounds that come with Tourette Syndrome. It's not about being disruptive; it's just how some folks are wired. So, this month, let's tune into understanding, turn up the volume on acceptance, and make sure the only thing that surprises us is how awesome and unique everyone is. [\[Learn more\]](#)

Key Dates for Diversity Celebration

We're delighted to launch our new [EDI Calendar!](#) It highlights key cultural events, beliefs, historical moments, and college dates, all aimed at promoting inclusivity and understanding. Print a copy for your desk or wall and join us in celebrating diversity across our college community. The EDI Calendar promotes inclusivity by highlighting key dates, but we know there are many more important events. If we've missed one, please share your suggestions at EDI@brooklands.ac.uk.

Equity, Diversity & Inclusion 2025



Clarification of the Equality Act

The UK Supreme Court has ruled that under the Equality Act 2010, "woman" and "sex" refer to biological sex, not gender identity, meaning transgender women, even with a Gender Recognition Certificate (GRC), are not legally considered women. This impacts access to single-sex spaces like toilets, changing rooms, and college trips.

However, the Equality and Human Rights Commission confirms that transgender people remain protected from discrimination, harassment, and victimisation.

We understand this may be concerning for some, but please know we remain committed to inclusion, will not tolerate discrimination, and the EDI Committee as well as the Safeguarding and Wellbeing team are here to listen, guide, and support. Email: safeguarding@brooklands.ac.uk

Our Commitment to You: Welcoming and Accessible Facilities for All

We're committed to making our college more welcoming and inclusive because *you being you* makes our community vibrant. While discussions around the Equality Act continue, our priority remains ensuring everyone feels respected and comfortable on campus.

Thinking ahead, we're excited to share some news that will make a real difference to your day-to-day experience here.

Excitingly, new inclusive toilet facilities will soon be available across campus. These will be designed to be accessible and comfortable for everyone, regardless of gender, ability, or anything else that makes you uniquely you.

These facilities are a key step in fostering an environment where everyone can learn, grow, and belong. Stay tuned for updates!

Supporting our Transgender Community

Here's how you can help support our transgender community:

- **Educate Yourself:** Learn about transgender identities, sex, and gender.
- **Use Correct Names and Pronouns:** Respect and use individuals' preferred names and pronouns. Ask if unsure.
- **Listen and Believe:** Create a safe space and listen with empathy.
- **Challenge Transphobia:** Speak out against transphobic comments and discrimination.
- **Advocate for Inclusive Policies:** Support policies that ensure safe and inclusive spaces.
- **Be an Ally:** Continuously learn and support transgender rights.
- **Support Transgender-Led Organisations:** Back organisations that advocate for the community.



EDI Celebration Week

The college recently hosted a successful Equality, Diversity, and Inclusion week, offering engaging activities for students. Each day highlighted a different EDI topic, with the curriculum team integrating them into lessons. The ESOL team dedicated a day to mental health, providing calming lavender parcels. Wednesday featured a mini PRIDE event with music, a photo booth, rainbow-themed Mario Kart, and cupcakes for staff and learners to decorate.



During EDI week, we held a session dedicated to the Gypsy, Roma, and Traveller (GRT) community to both represent and educate the wider college. The session included a screening of the BBC documentary *Growing Up Gypsy*.

A "Chill & Chat" session featured presentations from dance teacher Rosie Barron and MMA fighter Connor Patterson. The week concluded with Ability Day, offering sensory activities and SEND-friendly games.

The catering team, led by Jamie, served delicious food, with Andry's Mum's moussaka as a standout. Learners praised the event, with one calling it "the BEST thing the college has done!!!"

What made the week special was the unity as our community came together to celebrate each other. It was inspiring to see people, once nervous about stepping through the rainbow balloon arch, proudly embrace their role as LGBT allies in the photo booth.

A big thank you to those who helped and, most importantly, to those who participated and made it a fun, inclusive celebration of our differences.



Cultivating a Vibrant and Supportive College Culture

The college has recently invested in an exciting initiative designed to create an even more positive and empowering environment for you. We've partnered with Dr. Anna James, a leading criminologist with 25+ years of experience, to enhance our college environment. Dr. James' has been using her expertise to help us better understand the teenage brain development and behaviour, empowering our staff to support you in building healthy, positive habits.

What does this mean for you?

- **A Stronger Sense of Safety and Belonging:** Positive behaviour creates a safer, more welcoming space, allowing you to focus on learning.
- **Enhanced Support for Your Well-being:** Our staff will have techniques to help you overcome challenges and develop positive habits.
- **A More Focused Learning Environment:** A positive culture reduces disruptions and encourages success.
- **Opportunities for Personal Growth:** Staff will guide you in building essential life skills and fostering resilience.

This investment in our staff will create a richer college experience, where you feel supported, safe, and empowered to succeed. Get ready for the positive impact!