



Welcome to our first EDI newsletter of the 25-26 academic year! This year, our main goal is to ensure our college is fair and supportive so everyone can succeed.

Our EDI objectives for the year:

Our focus on Equity, Diversity and Inclusion (EDI) means we are working hard on three simple things:

1. **Helping everyone achieve:** We look closely at our student outcomes to make sure our most disadvantaged learners are achieving in line with their peers. We want to understand why there might be an achievement gap and ensure that support is available.
2. **Listening to you:** We will use student voice to ask you what inclusion means to you and to explore what is most important.
3. **Celebrating everyone:** We will use your ideas to create a calendar of fun events throughout the year that celebrate our diverse community and backgrounds.

Our goal is simple: we want this college to be a place where everyone feels respected, supported and ready to achieve amazing things.

Meet your new Inclusion team!



We are thrilled to introduce our dedicated members of the Inclusion Mentor Team! Kat Barker, Lisa Parkes and Brad Gray are here to help support and empower students who might be facing social, emotional or behavioural barriers to their learning. So what do they do?

- They each mentor students and offer essential one-to-one guidance and support
- They work closely with lecturers and department leads to create intervention plans for individual student needs
- They boost your overall welfare and wellbeing, providing emotional resources that allow you to thrive
- They work closely with Ben Hyde-Wardle to deliver our exciting enrichment programme, encouraging you to find new passions outside the classroom

Positive behaviour & support

We are excited to share a major positive step in how we approach challenges: we are renaming "Performance and Conduct" meetings to "Positive Behaviour & Support" meetings. Instead of solely focusing on the rule that was broken, we're focusing on you and your success.

We understand that challenging behaviour or difficulties with attendance are often symptoms of an underlying issue, not the problem itself. These new meetings are a safe space designed to identify the root causes of those challenges. Our commitment is to work with you, not against you, to find practical support and strategies that allow you to overcome hurdles and reach your full potential.

Our Enrichment Timetable: A success for diversity and inclusion

We are thrilled to share the amazing range of enrichment activities that have been successfully running this term! These activities are a crucial part of our commitment to Equity, Diversity and Inclusion by offering dedicated spaces to students. LGBTQIA+ Club, mixed 5 A-Side Football and activities like the Zen-Den offer a college experience where everyone can feel valued and represented.

What's on offer?

All sessions take place during the **lunchtime period** (12:15 PM - 1:00 PM) to ensure as many people as possible can participate.

We need you! Participants are welcome

We're looking for both students and staff to support these activities to ensure their continued success. To participate, please speak to Ben Hyde-Wardle. He is located across from the main hall with the Enrichment team.

Day	Activity	Location	Activity leader
Tuesday	Creative Writing Club	L119	Brad
Tuesday	Zen-Den (relaxation and mindfulness)	Edge Hub Area	Lisa & Katherine
Wednesday	LGBTQIA+ Club	L116	Brad
Thursday	Zen-Den (relaxation and mindfulness)	Edge Hub Area	Lisa & Katherine
Thursday	Film Club (Ashford campus)	Classroom 2	Katherine
Friday	Film Club	E205	Brad

Please note, Film Club at Ashford campus will resume from December.

Day	Activity	Location	Activity leader
Monday	Men's 5 A-Side Football	Sports Hall	Ben
Tuesday	Women's 5 A-Side Football	Sports Hall	Ben
Wednesday	Basketball	Sports Hall	Ben
Thursday	Mixed 5 A-Side Football	Sports Hall	Ben
Friday	Indoor Cricket	Sports Hall	Ben

Inclusive facilities

We are thrilled to announce that we now have inclusive toilets in every single building on campus!

These aren't replacing anything; they're simply brilliant loos added alongside our existing male and female facilities. This new space ensures that every single user - from our transgender and non-binary staff, students and visitors, the able-bodied, those with disabilities, all races and religions has a dedicated space.

Remembrance Day

On Remembrance Day, we honour the service and sacrifice of all those who served. When we look back, we see individuals of all ethnic backgrounds, genders, abilities and sexual orientations answering the call. Their unified effort secured the peace we hold today.

This year, our Public Services students played a key role in our college community by collecting for the poppy appeal in Weybridge. They also attended the Remembrance Service at Victory Park in Addlestone to lay a wreath on behalf of the college. Across both campuses, all staff and students participated in a moving Remembrance Day ceremony, led by Christine Ricketts.



How you can get involved!

As we're gearing up for the next edition of the EDI newsletter, we're looking for your voices to make it the most inspiring one yet! Help us celebrate the brilliant work you do every day in fostering an inclusive environment. We've created two easy ways for you to contribute your expertise and perspective:

- Option 1: The personal insight** (what inclusion means to you)
 - Write a short, reflective piece sharing your personal thoughts on what inclusion truly means at college. What does it look and feel like when it's done right? Why is it important to you?
- Option 2: Showcase your team's brilliance**
 - Shine a light on the great work happening in your curriculum area or team. Tell us about a specific initiative, strategy, or practice that you've implemented which has genuinely improved accessibility, equity, or inclusion for our students or staff. Let's celebrate and replicate this success!

The details

- Suggested length: 250 - 500 words (we want these pieces to be punchy and engaging!)
- Format: Please send your contribution as a Word document or simply paste the text directly into an email to EDI@Brooklands.ac.uk.