Equality Objectives 2024–2029

At ICOM, we are committed to fostering an environment that values diversity, promotes equity, and ensures that all individuals—students, staff, and stakeholders—are treated with dignity and respect. These objectives outline our strategic priorities for equality, diversity, and inclusion over the next five years.

Objective 1: Eliminate Discrimination, Harassment, and Victimisation

1.1 Embed Equality and Diversity in the Student Journey
- Integrate equality and diversity principles into admission processes, induction programmes, and curriculum delivery to create a fully inclusive learning environment.

1.2 Raise Awareness of Protected Characteristics
- Deliver annual awareness campaigns to promote understanding of protected characteristics and celebrate diversity across the college community.

Objective 2: Advance Equality of Opportunity

2.1 Promote Inclusive Teaching and Learning Practices
- Provide ongoing professional development for staff on incorporating equality and diversity into teaching methods and resource development.

2.2 Enhance Accessibility in Learning and Service
- Review and improve the accessibility of college facilities, digital platforms, and learning resources to meet diverse needs and ensure inclusivity.

2.3 Support Equitable Progression Opportunities
- Ensure that progression pathways to further education, employment, and career development are accessible and equitable for all students and staff.

Objective 3: Foster Good Relations Between Groups

3.1 Encourage Intercultural and Cross-Group Collaboration
- Facilitate events, workshops, and initiatives that promote understanding and collaboration among diverse groups within the college.

3.2 Strengthen the Student Voice in Equality and Diversity
- Establish mechanisms for students to contribute to the development of equality and diversity practices, ensuring their views are reflected in decision-making.

Achievable Targets Table

Objective	Target	Timeframe	Monitoring Method
1.1 Embed Equality and Diversity	Equality and diversity content included in 100% of induction programmes.	By 2025	Induction feedback surveys and observation records.
1.3 Raise Awareness of Protected Characteristics	annual awareness campaign for each protected characteristic.	Ongoing	Campaign attendance records and participant feedback.
2.1 Monitor and Address Achievement Gaps	Monitor any achievement gaps for all protected characteristics	By 2028	Annual learner outcome data analysis.
2.2 Promote Inclusive Practices	Include within any professional development sessions embedding inclusivity in teaching.	Ongoing	Staff training evaluation forms and lesson observations.
2.3 Enhance Accessibility	Conduct accessibility audits for facilities and digital platforms.	Ongoing	Audit reports and action plans.
2.4 Support Equitable Progression	Implement mentoring schemes for underrepresented groups.	By 2027	Participation rates and progression data analysis.
3.1 Encourage Collaboration	Organize at least two intercultural events annually.	Ongoing	Event participation records and feedback forms.
3.2 Strengthen the Student Voice	Establish a Student Equality and Diversity Panel.	By 2027	Panel meeting minutes and reports.
3.3 Engage with the Wider Community	Form partnerships with external organizations for EDI initiatives.	By 2028	Partnership agreements and event reports.