



# DIVERSE IN AMBITION UNITED IN SUCCESS

**EDI OBJECTIVES** FOR  
NEWHAM SIXTH FORM COLLEGE  
**2024 - 2028**



## OUR VALUES:



## OUR MISSION:

To include, nurture, educate and empower students.

## OUR VISION:

Our vision is for NewVic students to become successful citizens through excellent education and by celebrating everyone in our diverse community.

## THEME A - LEADERSHIP

### OBJECTIVE:

Our leaders will be accountable for making positive change to achieve our diversity and inclusion objectives. Examples include:

- Our diversity and inclusion objectives will be clearly linked to our organisational strategy.
- We will continue to maintain a Leadership team and Governing Body that is representative of the diversity of the communities from which the College serves.
- Our Leaders will act as role models and be transparent in their decision making.





## THEME B - STUDENT OUTCOMES

### OBJECTIVE:

Improve performance of students by the continued identification and review of achievement gaps and the impact of the actions taken. Examples include:

- We will create opportunities for everyone to develop, including those from underrepresented groups and lower social-economic backgrounds to ensure opportunities are accessible and students can thrive.
- Ensuring all students are given the access to opportunity and support to progress within their assessed potential.



## **THEME C - TEACHING, LEARNING AND ASSESSMENT**

### **OBJECTIVE:**

Develop further opportunities to increase understanding and celebration of equality, diversity, and inclusion themes. Examples include:

- Our curriculum offer and the support provided to students will be regularly reviewed to ensure it is sensitive and reflects the interests and backgrounds of those that study with us.
- We will provide access to learning materials and learning environments that are accessible and enable all learners to thrive.
- Teaching, learning and assessment will reflect and promote equality, diversity, and inclusion and meet the identified needs of groups or individuals.

## THEME D - DISCLOSURE

### OBJECTIVE:

Increase confidence to disclose the protected characteristics particularly disability, transgender, religion and belief and sexual orientation. Examples include:

- Opportunities will be developed for staff to disclose their protected characteristics.
- We will continue to commit our Disability Confident Employer status.
- Working with Student Services to capture additional information on our student population related to religious belief and gender identity.





## THEME D - POLICIES AND WAYS OF WORKING

### OBJECTIVE:

Ensure that the advancement of equality and the elimination of discrimination and harassment are embedded through all policies and procedures. Examples include:

- Reviewing our use of language within policies and procedures to develop terms that are more representative of individual identities, such as the review of the term 'BAME' and the use of pronouns.
- Undertaking an annual gender and ethnicity pay analysis to ensure there are no inequalities.
- Our commitment to equality and inclusion will be embedded in how we work with partners, contractors, and work placement employers.



**NOTES:**

The objectives and planned actions are reviewed each year by the Board of Governors and the Senior Leadership Team and the Equality, Diversity, and Inclusion working group, which is led by the Executive Director of Student Services and Wellbeing.





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