



## **BCT EDI Leadership Plan 2025 / 26**

### **Statement of purpose**

At BCT we believe that our varied backgrounds, identities and circumstances enrich and boost our creativity, and make it a much more valuable place to work and learn.

Big Creative learners will have an equitable chance to develop their skills and talents, thus being able to reach their full potential in a safe and supportive environment. As staff we will experience an inclusive and respectful workplace, and be rewarded and recognised for the work we do.

Part of this is that we all have a say on matters that affect us because consultation and involvement, different opinions and experiences, turn our differences into benefits.

### **Statement of principles - what EDI means to us**

- Recognising equity over equality, everyone has individual rights and needs with the end goal of a fair and just outcome for all.
- Being valued for who and what we are.
- Being able to be ourselves, comfortably.
- Not being held back by anyone's stereotypes about our abilities.
- Knowing that BCT is a fair and just place to study and work.

We are diverse - Diversity to us means...

- Understanding that everyone is unique.
- Appreciating that we share characteristics such as gender, ethnicity, age, visible and hidden disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation with others so we are more than individuals.
- Valuing that we all benefit from the fact our learners and staff are from a wide range of social and economic, cultural, faith and language backgrounds.
- Knowing that our teams are stronger when we embrace the different views and experiences.

We are inclusive - Inclusion to us means...

- Getting the recognition we deserve without having to negotiate or self-promote.
- Feeling strongly like you belong without having to conform.
- Consulting on, and listening to, different viewpoints to improve how we work as a team.
- Explaining why we make the decisions we do.

Essential to achieve purpose - We will...

- Acknowledge that institutional discrimination resides within our society, that its root causes should be challenged by BCT proactively across all available spheres of influence
- Recognise that having an inclusive organisation is about its culture, leadership, values and processes.
- Understand that an organisation's culture is a major influencing factor on the behaviour of its staff and learners.
- Acknowledge that the task of the leadership team is to achieve the alignment of managerial practice, policies and processes to that of the values and principles of BCT.
- Actively promote and use a collaborative and consultative style of management to ensure that the development of policies and practices are guided and informed by all staff and learners who will experience and be impacted by working and studying at BCT.
- Explore company structure - who attends which meetings, what are the formats, how are they



monitored, who holds a given budget, how are resources allocated to make things happen?

- Actively recruit people who have the skills to put these values and principles into practice emphasising the essential characteristic of collaborative working.
- Embed sustainable training to aide staff in recognising new prejudices and how to combat them in the workplace.
- Champion our principles in all our communications and publications.
- Support our partners and stakeholders to do likewise.
- Make sure all staff understand the implications of this statement for their day-to-day work and for how they treat and support colleagues.

Our approach to equality, diversity and inclusion means that we value our differences above all else. Bullying and harassment, directly or indirectly, will not be tolerated under any circumstances.

## Strategy

The BCT EDI Leadership plan is a statement of our commitment to equity that will drive the strategy to achieve our purpose. It is a long-term commitment designed to activate change across the organisation over a period of years to ensure a lasting legacy for our students and staff, current and in the future. The formalisation of an EDI plan builds on the many achievements to date including:

- Facilitating the achievement and progression of BCT students for the past 21 years, of which 83% are from underserved communities and typically so.
- Removing learning barriers and facilitating progression for our students with outstanding student services support in: safeguarding, counselling, bursary, breakfast club, careers, work experience.
- Ensuring equality of achievement with removal or significant reduction of achievement gaps across our student body including by ethnicity, gender, disability and high needs.
- A diverse workforce that brings a wide range of skills, experience and expertise to the education, support and up-skilling of our young people.

## EDI Advocate Roles

Our EDI team is dedicated to fostering a supportive and inclusive environment for all. We have recently put out vacancies seeking passionate advocates to head initiatives for the following groups: Women, Age, LGBTQIA+, Race, Culture and Heritage, and Disability / neurodiverse.

These roles are important in championing the voices and experiences of underrepresented members of said communities within our organisation.

Full details available [here](#)

## Targets and Accountability

We will be accountable via our [EDI targets](#)

Date Updated	To Review	Responsibility
July 2025	Jul 2027	PA