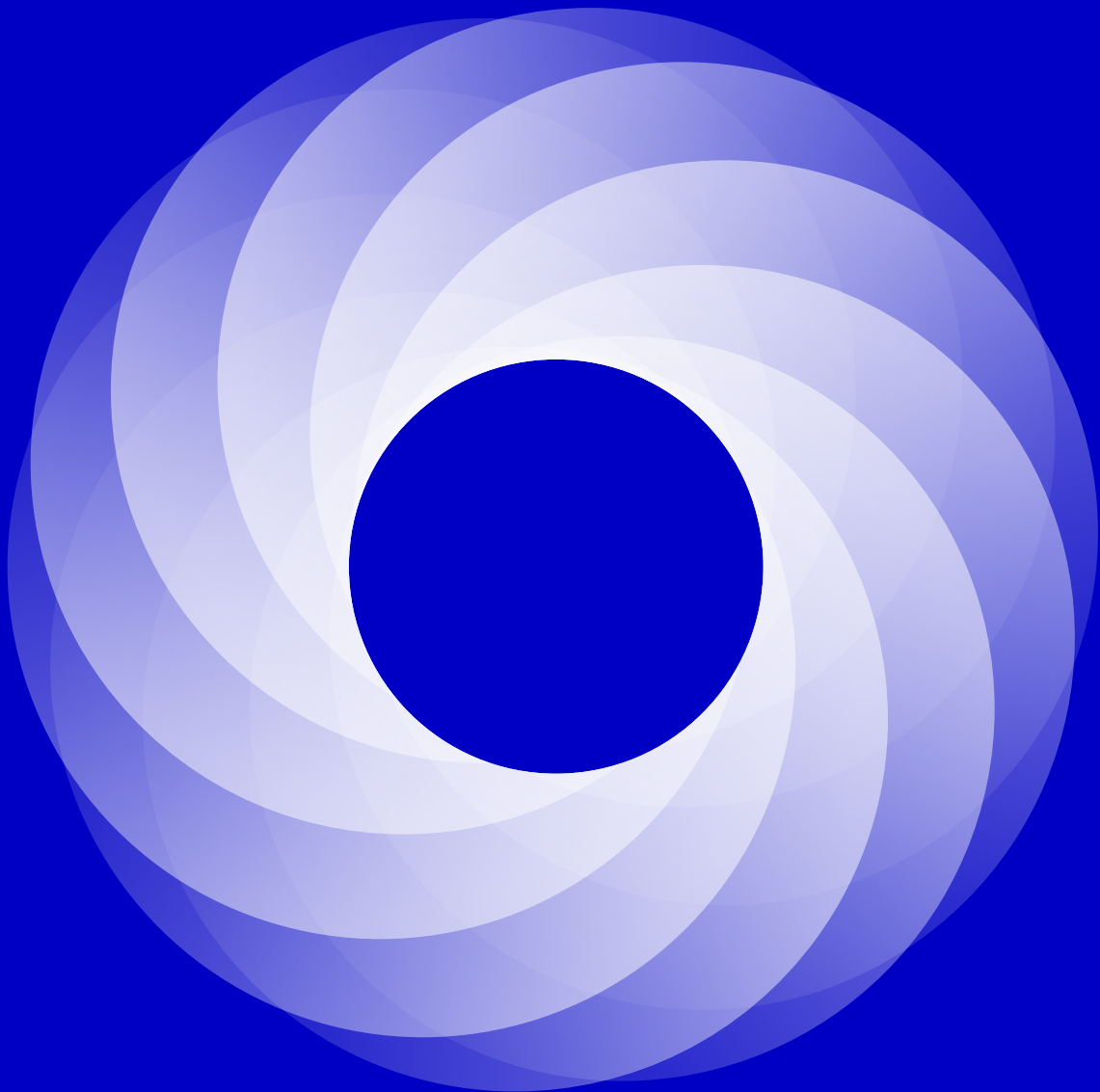


Diversity, Equity, Inclusion and Belonging Strategy

2025



Introduction

Our commitment to providing a fair, inclusive and welcoming environment for our students and staff is unwavering. It is also our responsibility as the largest provider of construction and the built environment education, to show leadership in this area and challenge the decades old status quo. Without strides being made in this area, the construction sector will continue to struggle to recruit and will fall behind other sectors in its employment practices.

Our strategy aligns with the Equality Act 2010, SEND Code of Practice, and the principles of British Values, ensuring compliance and commitment to national priorities.

Strategic Aims

Our strategy outlines Leeds College of Buildings vision for embedding diversity, equity, inclusion and belonging (DEIB) principles across our organisation. Aligned with our broader curriculum strategy, it includes key initiatives to:

- Foster an inclusive learning environment that ensures all students and staff feel valued and supported.
- Build a diverse workforce reflective of our community.
- Enhance accessibility and inclusion for underrepresented groups.
- Develop strategic partnerships that promote inclusion within the construction industry.

What Success Will Look Like

Successful implementation will see Leeds College of Building being recognised as the leader in this area, both in thought leadership, sector challenge and practical implementation, leading to enhanced opportunities for all our students.

Learning Environment

LCB aims to create a learning environment where students from all backgrounds feel a sense of belonging:

- We will expand our mentorship programs for underrepresented groups, including ethnic minorities, LGBTQ+ students, and those with disabilities.
- We will diversify our curriculum to reflect global perspectives and

- challenge all stereotypes.
- We will establish a robust DEIB ambassador programme to promote inclusion across all campus sites and within the community.
 - We will host cultural events and awareness campaigns to celebrate diversity.

Workforce

We strive to build a workforce that mirrors the diversity of our student body and wider community:

- We will implement equity-focused hiring practices and increasing the representation of women, ethnic minorities, and individuals with SEND within staff and leadership roles.
- We will always review recruitment practices to eliminate bias.
- We will offer regular staff training on unconscious bias, inclusive practices, and cultural sensitivity.
- We will establish Employee Resource Groups (ERGs) to support demographic groups such as ethnic minorities and neurodiverse staff.
- We will enhance our data collection to monitor workforce diversity and inform strategic decision-making.
- We will audit teaching, learning and assessment through our Professional Growth Observation process to ensure representation and relevance for all students.
- We will ensure all staff complete a package of advanced DEIB training to foster inclusive teaching and workplace environments.

*Please also see our People Strategy for more information

Access & Inclusion

We will empower individuals who are Neurodivergent or with SEND to achieve their potential:

- We will conduct regular accessibility audits of physical spaces, learning materials, and digital platforms.
- We will provide tailored support programs to address barriers faced by students from disadvantaged backgrounds.
- We will invest in assistive technologies and sensory-friendly learning environments.
- We will provide targeted support services, such as one-on-one mentoring for students and tailored professional development for staff.
- We will be relentless in our monitoring and improving of retention rates for Neurodivergent & SEND students.

Local roots, global impact

- 1. We will partner with local and national organisations to promote DEIB within the construction industry.
- 2. We will invite diverse industry leaders and alumni to inspire students through guest lectures and mentorship.
- 3. We will share best practices with other educational institutions and employers to collectively advance inclusion.
- 4. We will support regional skills improvement by addressing barriers for minority groups in entering and progressing within construction careers.
- 5. We will continue to strengthen governance through a proactive committee that monitors progress, evaluates policies, and drives accountability.

Key Performance Indicators

We will measure our success through our annual DEIB action plan which aligns with LCB’s strategic goals.

Strategic Aim 5: An engaged and valued part of the local and regional community, supporting and enhancing wider opportunities for all.

Measure	2023-24	Target 2024-25	Target 2025-26
Percentage of female students on Study Programmes	6.6%	Increase	Increase
Percentage of minority ethnic Apprentices	11.9%	Increase	Increase
Number of schools being classified as ‘feeder’ schools (15+ students)	8%	10%	15%
Increasing the volume of Leeds based students on Higher and Degree Apprenticeships (postcode data)	19.4%	20%	22%

Commitment to Continuous Improvement

Through regular reviews, data analysis, and stakeholder feedback, LCB will refine this strategy to ensure it remains responsive to evolving needs. Our goal is to lead the sector and support our industry in inclusive education, fostering a culture where diversity is celebrated, and everyone can succeed.

“Building Futures, Embracing Diversity.”