



**The HENLEY College**  
**EQUALITY, DIVERSITY & INCLUSION (EDI) INFORMATION LEAFLET**  
**ACADEMIC YEAR 2013-2014 AUTUMN TERM ISSUE**

**LEADERS IN DIVERSITY**

The Henley College is steadily embedding equality, diversity and inclusion (EDI) into all aspects of College life. This process has been greatly facilitated by the involvement of National Centre for Diversity as the College has progressed through stages one and two of the Investors in Diversity awards. The highest award the National Centre for Diversity grants is that of Leader in Diversity and the College has commenced working towards this. The College aims to strengthen existing practices and behaviours by creating conditions for promoting greater communication, discussion and engagement with the principles of EDI and inclusion through-out the College. The College Equality Diversity & Inclusion Steering Group is at the forefront of this challenging and exciting task.

**KEY DECEMBER EDI CALENDAR DAYS**

**1 December 2013: WORLD AIDS DAY**

The World Health Organisation established World AIDS Day in 1988. The Day provides governments, national AIDS programmes, faith organisations, community organisations, and individuals with an opportunity to raise awareness and focus attention on the global AIDS epidemic.

**2 December 2013: INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY**

This day is observed to remind people that modern slavery works against human rights and to put meaning to the words of the Universal Declaration of Human Rights that 'no one shall be held in slavery or servitude' through their actions.

**3 December 2013: INTERNATIONAL DAY OF PERSONS WITH DISABILITIES**

On this day every year Disability is celebrated worldwide recognising the achievements and contributions of people with disability.

## COLLEGE EDI AUTUMN TERM ACTION PLAN

ACTION	By When	STATUS
<b>Black History Month October 2013</b> A display in the glass cabinet in D1 celebrating the life of Nelson Mandela	Oct 2013	Completed
<b>Investors in Diversity Stage 3 'Leaders in Diversity'</b> Launch of the Investors in Diversity Stage 3 'Leaders in Diversity' induction	Oct/Nov 2013	Completed
<b>EDI Steering Group</b> EDI Steering Group meet to agree EDI plans for 2013-2014	21 Oct 2013	Completed
<b>Mental Health Awareness Group</b> Publicise and establish a Mental Health Awareness Session	21 Nov 2013	Completed
<b>International Relations Discussion Group</b> Publicise and establish an International Discussion Group on Fridays	8 Nov 2013	Completed On-going
<b>LGBT Celebrating Identity Group: Discussion Topics</b> Tuesday 3 December 'Coming Out' & Tuesday 10 December Stereotyping	Dec 2013	Dec 2013
<b>Carers Focus Group</b> Publicise and establish a Carers Focus Group Session	Jan 2014	Jan 2014



### CELEBRATING IDENTITY NEWS

The LGBT Group holds discussion forums, seeks to identify the best ways to support LGBT students and also plans and implements raising awareness events.

#### **FUTURE DISCUSSION GROUP TOPICS**

##### **12.10pm-12.45pm in the Deanfield Campus Meetings Room**

Students and staff are invited to attend the following:-

Tuesday 3 December 2013	'Coming Out'
Tuesday 10 December 2013	Stereotyping
Tuesday 14 January 2014	Gay Marriage
Tuesday 28 January 2014	Religion & Sexuality

#### **INDIVIDUAL SUPPORT**

Students have the opportunity to drop-in and talk to a member of the LGBT Group on Thursday 12 December from 12 noon until 4pm. Location: the room next to the Deanfield Meetings Room.

#### **LGBT NEWS: STONEWALL, WILL YOUNG & MUMSNET**

The flagship campaign to tackle homophobic language in schools comes exactly ten years since the repeal of Section 28 and is in response to research showing that 99% of lesbian, gay and bisexual young people hear phrases such as 'that's so gay' or 'you're so gay'.

The hard-hitting new campaign, fronted by Will Young, uses new posters and guidance to address the misuse of the word gay. Posters, sent to schools across Britain are accompanied by new guidance for both pupils and teachers to enable them to challenge the derogatory use of the word. Will Young, who is supporting Stonewall's campaign said: 'The word 'gay' is currently used as one of the worst insults by young people of all ages. It's clear from the shocking levels of self-harm and suicide among gay young people that we're failing an entire generation. It's time to take a stand and put a stop to this deeply damaging use of homophobic language.'

### **PATHWAYS CHRISTMAS FAIR**

The Fair took place on the afternoon of Thursday 28 November 2013. It was hugely successful event which at the time of writing raised in excess of £500. Special thanks to the students and staff in Pathways for all their hard work.

Over the previous few weeks students had assisted in the collection of tombola and raffle prizes; planted hanging baskets and pots; made bee bombs; baked cakes, curds, truffles; pickled onions; and produced wrapping paper, calendars and cards for all occasions.

The Fair was very well attended and Pathways students welcomed parents, relatives, college staff and students. Staff and students from one of Pathways' partner schools (the John Watson School) also attended.

#### Pathways students said afterwards:

'I enjoyed it. I was on the sweets jar stall'

'I liked being on the teddy bear stall'

'It was busy'

'We did the raffle well'

'I won a towel'

'People eating cakes'

'We had to clear up'

'Mum came – it was great'

'I liked the raffle and the tombola. I won some heart-shaped cutters and a Christmas pudding puzzle'



## **INTERNATIONAL RELATIONS DISCUSSION GROUP**

The meetings are designed to offer students an opportunity to discuss contemporary issues, such as the conflicts in the Middle East, the growing economic power of China and India, the challenges and opportunities in Africa and South America and the future international roles of the USA, Russia and the European Union. We hope that this will broaden students' knowledge and enable them to examine international affairs from a variety of social and political perspectives

In the first meeting (8 November), we discussed the importance of international affairs to the people and governments of the UK. In particular, we focused on the fact that the UK is a multicultural society and that an increasing proportion of our citizens, or their parents, have come from other parts of the world since 1945. In addition, we considered issues such as the economic importance of UK trade and aid to the rest of the world and the degree to which the UK has a right or responsibility to engage in conflicts in countries such as Afghanistan, Libya and Syria.

It was agreed that the second meeting (15 November) would be based on a review of the background to the Arab-Israeli conflict and the different perspectives of many Muslim countries and Israel and its allies to this conflict. In the third meeting (22 November), which was on the day that marked the 50<sup>th</sup> anniversary of the assassination of John Kennedy, we spent most of the session discussing the role of the USA in the modern world. In particular, there was a consideration of the differing views on the extent to which US intervention has led to the liberation or oppression of people in different parts of the world.

At future meetings, we will examine international topics which are topical, but there will also be opportunities for planned discussion or debate on specific topics. We also hope that some students will wish to use the sessions as an opportunity, in a relatively informal environment, to give presentations on subjects in which they are particularly interested. This will be valuable experience in preparation for University or employment.

Julian Pandya

EDI Leaflet: December 2013  
Beryl Richardson