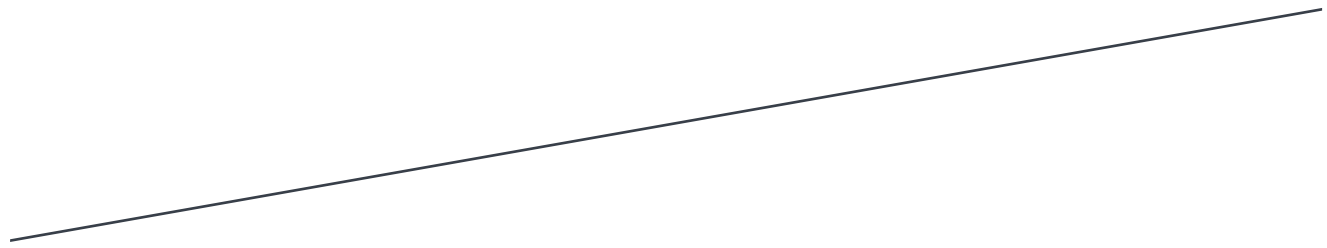


TRURO & PENWITH COLLEGE

**EQUITY, DIVERSITY
& INCLUSION**

2025 Annual Report Summary



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Foreword

Truro and Penwith’s annual report is in its second edition after being favourably received by stakeholders with its magazine style content. The 2024/25 academic year enabled continued development in relation to EDI related activities and working towards both an action plan and Association of Colleges (AOC) pledge. We hope you enjoy the format and articles within this document and seeing both the support and impact it has on the lives of those studying and working at Truro and Penwith College



by Lisa Briscoe,
Director of Student
Experience, DSL
and DPO.

The key developments were:

- Continued training on the theme of Anti racism with Black Voices Cornwall.
- Establishment of an anti-racist college policy and raising awareness of “Saying No to Hate”.
- Reduction plan to reduce on-line racism on college devices monitored by Smoothwall.
- Education programme in tutorial to stop discrimination and reduce hate crime.
- Regular weekly support with specialist support for our LGBT community with Intercom trust.
- Staff inclusion group and engagement.
- EDI fairs at both Truro and Penwith.
- Development of our curriculum offer to meet the needs of our Progression Pathways students.
- Extensive training and support inclusive of high needs external support plan.
- Funding to support development of outside space.
- Careers and industry engagement support for Women in Construction and SEN students on work related activity.
- ESOL learners running a charitable event.
- Representation of learners in sporting and athletic events.
- Cornish Black History Month displays recognising historical and current figures.
- Lisa Briscoe joining the steering group for Cornwall’s No Hate Partnership.

The College continues to produce a separate Equality Monitoring Report which can be found on the college website: truro-penwith.ac.uk

BACKGROUND & CONTEXT

The College has campus facilities in Truro, Penzance and Bodmin and its wide reach is reflected in learner numbers: with 5,000 full-time further education students, 300 higher education and Access students, 900 apprentices and approximately 3,000 learners engaged on part-time programmes.



OUR VISION

Our Mission

To provide the best possible learning experience, leading to the highest possible level of achievements by our students.

Our Values

W <hr style="width: 50%; margin: 0 auto;"/> WELLBEING	E <hr style="width: 50%; margin: 0 auto;"/> ENGAGEMENT	A <hr style="width: 50%; margin: 0 auto;"/> ASPIRATION	R <hr style="width: 50%; margin: 0 auto;"/> RESPECT
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College staff and students have identified four cornerstone values that are crucial to creating a high performing inclusive culture in which our curriculum ambitions can be realised.

Our Ambitions

LOOK FURTHER

Aspiration: Students gain the confidence and self-belief to set ambitious progression and career goals
Inspiration: Students are inspired by interactions with staff, stakeholders and alumni

REACH FURTHER

Triumph: Students exceed expectation and achieve their full potential
Talent: Lecturers have a passion for teaching and learning and are experts in their field
T&PC Magic: Facilities, enrichment and opportunities are exceptional

GO FURTHER

Progression: Students progress to competitive universities, apprenticeships and jobs that provide strong foundations for successful careers
Prosper: Students develop the skills needed to flourish at university or in employment
Productivity: Students gain the skills employers need, supporting the economy to thrive

Definitions

DIVERSITY

The practice or quality of including or involving people from a range of different social and ethnic backgrounds of different genders, sexual orientations etc.

EQUITY

The quality of being fair and impartial.

INCLUSION

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Progression Pathways Ten Tors Challenge

Our two Progression Pathway teams smashed the Ten Tors Challenge - finishing 1st and 3rd in their category!



The weather up on the moor can be notoriously unpredictable - however it was perfect for the groups challenge



Huge congratulations to all the students on this incredible achievement - unforgettable memories were made and our groups performed a real test of resilience and teamwork.

For our student teams, taking part in the Ten Tors Challenge wasn't just about trekking miles across Dartmoor - it was an unforgettable experience, building confidence, resilience and self-belief.

By setting a goal and following through with it, the challenge taught our Progression Pathways students a valuable life lesson about the power of commitment and working towards a big objective - skills that will stay with them forever.

Taking tough terrain and unpredictable weather in their stride, our student teams overcame both physical and mental challenges, really earning their medals.

A massive thank you to the amazing staff who made it all happen. It took a huge amount of work and dedication - well done!

River Disco is a Hit

Our Progression Pathways students had an amazing time at the The Royal Cornwall Yacht Club's Sailing Trusts River Disco!

They cruised around Falmouth Bay and up the river towards Truro, enjoyed a classic Cornish pasty lunch, and danced their way back with a disco on board!

A huge thank you to the RCYC team for organising such a brilliant experience. Our students loved meeting others, making memories, and dancing the day away!



Progression Pathways Arts Exhibition

Progression Pathways students at Truro and Penwith College celebrate their creative talents.

The students enjoyed a well earned moment of pride and recognition for their efforts recently, as parents, carers and fellow students at both Truro and Penwith campuses were treated to a showcase of art work.

As art can be a form of communication, exhibiting this work has enabled others see the students ideas, emotions and perspectives - especially a benefit for those who are non-verbal.

Since exhibitions like this create opportunities for feedback and discussion, this connection with the wider College is both inspiring and supportive for the students. An added benefit of this kind of exhibition is that it is a chance for student to gain valuable experience in presentation skills - useful for work place interviews.

Producing a collection of artwork like this is a great way to develop key skills too; artistic activities at the College are designed to enhance focus, coordination and fine motor skills. With such a wide variety of mediums available, there is something for everyone, enabling the College to suit a range of learning needs and abilities.

We can't wait to see what the Progression Pathways Department will achieve next year in their creative arts programme.

Student work filled the Enterprise Zone, an event space in the Mylor Building. This part of the Careers Advice area is often used by students to present projects, to perform and host visitors to the college.



Dylan and his classmates on the Preparation for Adulthood course produced some very striking collage work, exploring colour, shape and texture.



Cool colours and abstract shapes feature in a piece by Alex, who is on the Preparation for Independence and Employment (PIE) course.



Support to Develop Outdoor Space from the Sheila Coates Foundation



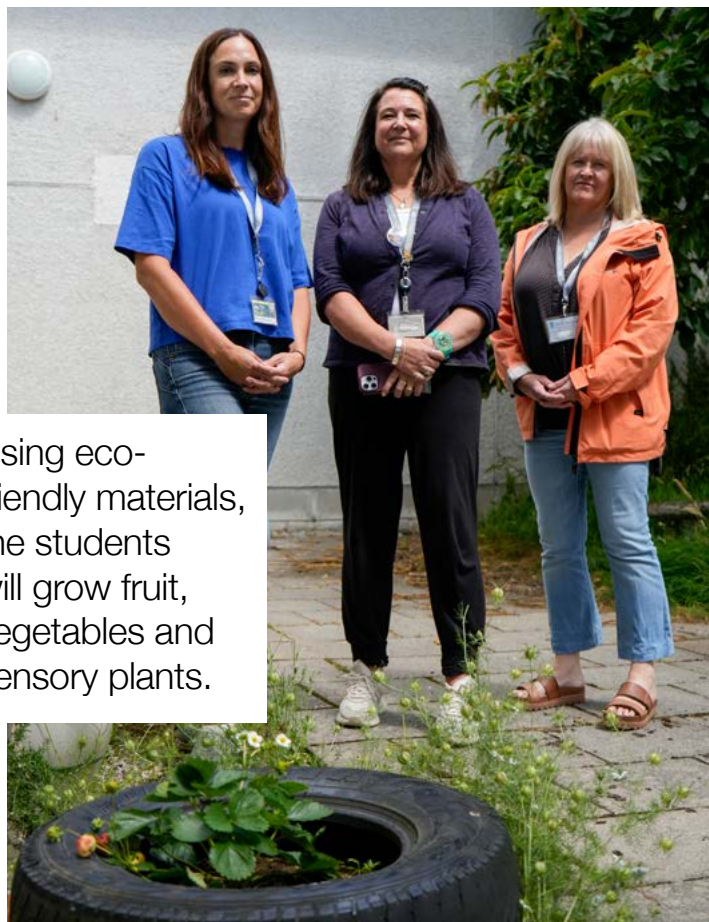
£5,000 of funding has been secured through the Sheila Coates Rapid Impact Fund, to develop an outside space for autistic learners who access the Cove.

Thanks to the work of our Senior Learning Support Mentor (LSM) Amy Partington, with the support of our students, staff and Deputy Team Leader of Learning Services, Caroline Thomas, we have secured £5,000 funding through the Sheila Coates Rapid Impact Fund. This will enable the College to develop an outside space for learners, utilising an area in the Tresillian building.

'The Cove' is a staff supported space within the College that autistic learners can access during unstructured times of their day. The aim is to provide a welcoming space to model, facilitate and support peer connection for those learners who are finding social interaction challenging in what can be an overwhelming place.

We currently have access to some outside space where we grow a small amount of fruit and vegetables and sensory plants such as rosemary and lavender. Learners expressed interest in developing this space further and also creating a covered seating area, so that they can access it more frequently and make it a more user-friendly social space. We decided to make this our focus for the SCF bid.

The focus of this year's SCF funding was supporting autistic learners to "excel and achieve, flourish and succeed in college and in learning" so as part of our bid we described not only the mental health benefits of spending time outside, but also how green spaces can help to reduce anxiety, improve memory and increase attention spans - all factors that can impact on academic success. In addition, the opportunities it can provide for social interaction, creating a sense of belonging, encouraging new hobbies and interests, all tie in with the original aims of 'The Cove'.



Using eco-friendly materials, the students will grow fruit, vegetables and sensory plants.

Amy Partington, Senior Learning Support Mentor with team members Sarah Beynon and Tamsin Gregory.



The SCF fund will be used to develop a dedicated room for autistic learners.

We are thrilled that our bid was successful. Being awarded the SCF funding means this space can now be improved and developed. This will be done with an eco-friendly focus with input from the learners themselves who will help to design, implement and maintain the space.

The College estimates that at least 60 autistic young people will benefit from this funding support.

Aiming High and Breaking Boundaries

‘Women in Construction’ event tackles the challenges of creating a more inclusive industry.



At our Women in Construction Event, we heard from incredible female students from Truro and Penwith College who are aiming high and breaking boundaries, supported by their lecturers who shared their own journeys into the industry. Their stories highlighted the hard work, resilience, and dedication it takes to succeed.

Local women working in construction businesses shared valuable insights into their careers, offering a real look at the challenges and rewards they’ve experienced along the way.

A special thank you to Michaela Wain for sharing her powerful story of overcoming social anxiety, balancing life as a working mum, and thriving in a traditionally male-dominated industry. Her message was clear: “We must be kind to ourselves, recognise our achievements, and embrace the role models we are for the next generation.”



Michaela also raised an important point – we’re starting too late when it comes to inspiring the next generation. We need to engage children in primary schools to make a real difference. Michaela noted, “It’s important to remember that this isn’t a competition between genders. Women are truly brilliant, and when we empower them, everyone benefits.”

The event also highlighted leadership, the importance of Equality, Diversity & Inclusion training, and how isolating working in construction can be for many.

Together we’re building not just structures but a future where women are empowered to thrive in construction.



Truro College Staff Member Represents Pride

Cornwall Pride was the charity of choice at the recent Cornwall Law Society Awards, held at the auspicious venue of Truro Cathedral.

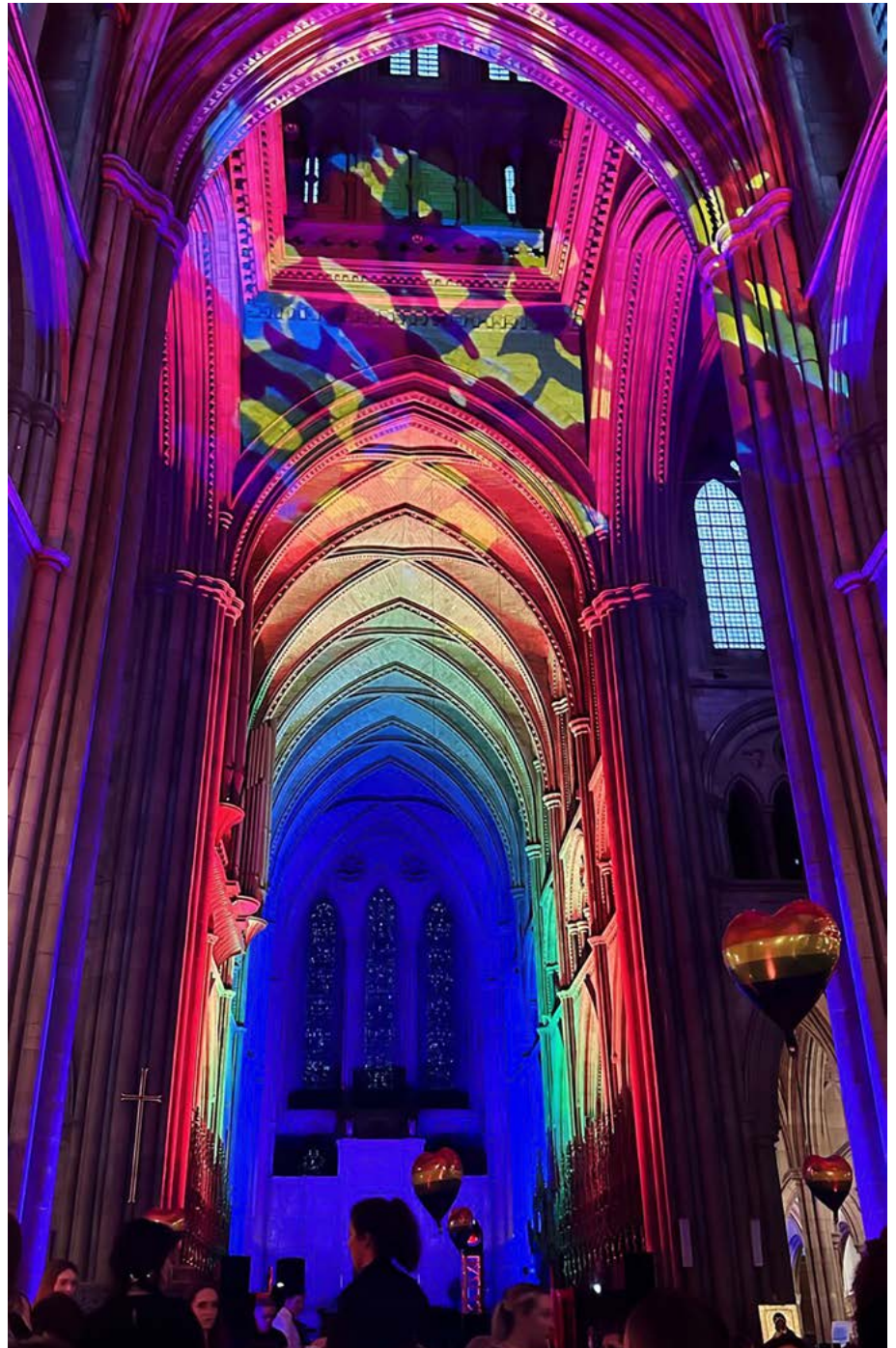


Presenter Roxie looking fabulous on the night.

It was an absolute privilege to have been asked to host the annual Cornwall Law Society Awards last Friday night at Truro Cathedral.

Not only did we honour the incredible legal talent in Cornwall but we also celebrated Equality, Diversity and Inclusion with the chosen charity for the event being Cornwall Pride.

Presenter Roxie commented, "A massive congrats to all the nominees, highly commended and winners! An even bigger thank you to Pam Dosanjh Phillips and Rachel Pearce for inviting me!"



The cathedral provided an auspicious venue for the event.

Inclusion Groups Supporting Staff & Students

The staff inclusion group



Organised by Elliot, who works in the central admin team at Truro College, the Staff Inclusion Group is designed to bring staff together more informally, compared to the way in which the EDI committee functions.

The group has successfully run its first session and Elliot plans to relaunch the group in the new academic year. He says,

“Our Staff Inclusion Group provides a welcoming space for everyone, fostering inclusion, diversity and belonging. Together, we celebrate unique perspectives, support each other, and aim to create a workplace where everyone feels valued, safe and empowered to thrive.”



The student LGBTQIA+ groups

These regular meetings hosted at College offer a wide range of benefits, both personal and communal. The group provides a non-judgmental environment where students can express themselves freely. Members can connect with others who share similar experiences, reducing feelings of isolation or marginalisation too.

Peer support is an important aspect of the service, with opportunities to share advice, listen, and learn from one another's experiences around identity, relationships and coming out.

We believe that the regular connection provided by a group like this can have a significant positive impact on mental wellbeing too, because feeling seen and accepted often leads to greater self-esteem and confidence in daily life.

The LGBTQIA+ group also serves to raise awareness, challenge discrimination and drive positive change both within the College and in the wider Cornish community.



ESOL Holds Annual Charity Football Match

Representing the Sudan, Eritrea, Afghanistan, and Kurdistan, our ESOL students came together to raise money for a charity close to their hearts.



ESOL (English for Speakers of Other Languages)

The 'goal', to help UNHCR, the UN Refugee Agency which has supported them in the past and provides life-saving emergency aid and protection for refugees worldwide.

ESOL (English for Speakers) played against the Truro College Football Academy and raised an incredible £183.

The initiative, part of their PPD (Personal and Professional Development) assessments, originated through the students' shared passion for sports.

Well done to the students for organising the event, the Health, Wellbeing and Sport team for setting up and refereeing and to the Football Academy for stepping up as the opposing team!

Meet Kaeya!

Before joining our College, Kaeya originally studied and obtained international GCSE qualifications at 7 Hills International School in Kampala, Uganda.

After moving to Cornwall and starting College, not knowing anyone, Kaeya found the IB Diploma was the perfect choice for her thanks to the close-knit community that the course fosters.

Kaeya describes her favourite part of studying the IB as: "Definitely the social side, I've formed incredible friendships with the people I've met that will last a lifetime."

"I chose the IB as I found the teaching styles were similar to those at my International School. The teachers have been so incredibly supportive; it's made my experience completely worthwhile."

She has now completed her studies with an incredible 38 out of 45 points score on the course.

After her fantastic results, Kaeya now plans to progress to Exeter University to study Psychology, with a placement year.



The Importance of EDI

It was fantastic to welcome companies and charities from across Cornwall to the College for our annual EDI fairs.



L-R. Lisa Briscoe - Director of Student Experience, Tamsin Merrit - College Governor, student volunteer, Freya and Jane Cashmore - Director of Operations, at the event.

The EDI fair takes place every year to highlight the importance of EDI to our students, allowing them to learn from marginalised individuals and take part in activities to demonstrate the significance of EDI in our everyday lives.

Held separately at our Truro and Penwith campuses, the two fairs provide our students with invaluable insights into the lives and support available for minority groups in Cornwall.

Clare Greenwood from Hearing Loss Cornwall shared her experience of meeting our students: "They were polite and engaging, showing genuine interest."

We're thrilled to see such positive engagement from our students and would like to thank all the charities, support groups, and college services that participated and supported these impactful events.



Clare Greenwood from Hearing Loss Cornwall, one of the many charities that enjoyed the day

Marshall is Breaking Boundaries

After being inspired by his classmates, mentor, and celebrity footballer Harry Kane, Marshall has decided he's letting nothing stop him from working towards his football coaching dreams.



After contracting meningitis at only one year old, Sports student Marshall lost his legs and forearms. With the support of the College and his peers, he is breaking boundaries: "Wearing prosthetic legs is just part of the challenge and I've got to prove people wrong. My classmates give me moral support and practical help when I need it."

Ever since he had the opportunity to play football with Harry Kane, Marshall has dreamed of becoming a football coach. Now with the support of the College, Marshall is able to reach for his dreams. He shared: "I feel like I've been supported by my classmates, tutor, lecturers and mentor. My learning support mentor not only supports me in class when I need it but has helped me raise my aspiration on the grade that I want to achieve through encouragement and 1-1 study sessions."

Marshall currently needs new prosthetics every 6 months; a fundraiser has been set up to help with the costs. His prosthetics give him the freedom to hang out with his friends and also to pursue his passions; Marshall not only loves football but is also a keen surfer, martial artist and skateboarder. His love for sports is made stronger at College: "I have particularly enjoyed my Health Wellbeing and Sport module as the topic interests me and the lecturer makes it fun. We also have the chance to do practical sports in that module which I really enjoy."

After College, Marshall is continuing to chase his dream of being a football coach; he would love to become the manager of Tottenham Hotspur one day.



Marshall's love for sports is made stronger at College

Sam's for the Long Jump

Former Progression Pathways student Sam is a para long jumper and is currently supported by England Athletics on their talent pathway.



Sam's growing collection of awards

Sam's incredible achievements include being awarded Cornwall County Champion, triple national champion in long jump, 100m and 200m in the Activity Alliance National Championships, double national champion in long jump and 100m in the CP Sport National Athletic Championships and 1st under 23 in long jump at the England Athletics Senior Para Championship. He's also beaten his personal bests in long jump and is ranked #1 in the UK as a T20 long jumper and #3 for 100m.

Following this season, Sam has now been invited onto The England Senior Programme. The programme aims to support senior English athletes and para-athletes who have the realistic potential to progress to compete at future Olympic and Paralympic Games and world championships.

Sam utilises the gym at Penwith College as part of his enrichment in order to train and see his friends and has now progressed onto a Level 1 Diploma in Carpentry and Joinery. Everyone at Penwith College is rooting for Sam in his future endeavours.

At the Top of their Game

Proudly pictured in their England strips, a former College student and ex-lecturer celebrate making national para sports teams.

Matt Robinson has been selected to play for England Cerebral Palsy (CP) football squad and Matt George, a former sports lecturer for more than ten years at Penwith College, is the England para team's goalkeeping coach and is currently working with men's deaf and ladies' blind para team.

Truro College alumnus Matt Robinson started playing football from five years old at the Mousehole Minis and has now been playing CP Football for over 10 years. While at school, Matt played in the school football teams and he felt this really helped take his mind away from the struggles he was experiencing with fitting in at school.

This year has been incredible for para sports, with the Paralympics GB team securing a total of 124 medals, including 49 gold, at the most recent Paralympics. The games shone a spotlight on the determination and commitment of elite athletes with additional needs.

Matt George led the leadership Football Programme at Penwith College and worked with the Cornwall Football Association and Plymouth Argyle Football Club.



Matt Robinson (L) and Matt George (R)

He talked about his work in para sports: "I was approached to work with the men's deaf team last season, preparing them for the European Deaf Championships in Turkey where they finished 5th and qualified for the Deaflympics in Tokyo next year.

"I am now part of the England Blind Football programme collaborating with the women's team and assisting with the men's team, preparing them for the Blind World Cup in India in 2025 as well as aiming to qualify for the 2028 Paralympics in LA."

The College is proud of both Matt Robinson and Matt George for their incredible achievements; it demonstrates another example of former students and lecturers delivering values of reaching and going further.



ParalympicsGB



Penwith Students Step Up for Refugees

In recognition of Refugee Week 2024, first year A Level students from Penwith College completed the 10-mile section of the St Michael's Way, a walk route from Carbis Bay to Marazion.



Students gather on Marazion beach.

The walk was to raise awareness of the plight of refugees around the world, many of whom are forced to flee their homes and walk to safety. Refugee Week is the world's largest arts & culture festival celebrating the contributions, creativity and resilience of refugees and people seeking sanctuary. This year's Refugee Week's theme was "Our Home", making the walk to St Michael's Mount especially apt for the Penwith students. Along the way, students were greeted by some fluffy friends and enjoyed a welcome break at Ludgvan Church, thanks to Canon Nigel Marns.

A Level student Katie, who took part in the walk, said: "It was such a fantastic opportunity. I've always wanted to complete this walk, and I will definitely do it again. Our lunch break at Trencrom was amazing as we could see back towards Knill's Monument at Carbis Bay, and onwards towards our end goal of St Michael's Mount."



Refugee Week

Refugee Week is the world's largest arts & culture festival celebrating the contributions, creativity and resilience of refugees and people seeking sanctuary.

Humans 'PA Academy' is a One-of-a-kind

The PA Academy connects Personal Assistants (PAs) with people who need support, offering a flexible and rewarding career where you choose the work that fits your life - all while making a real difference.



The PA Academy returned to Penwith College for the Student Career Convention.

Their PA Onboarding Coordinator, Michelle and Media & Communications Officer Dana were on hand at the Careers Event, ready to chat about the PA Academy!

Commissioned by Adult Social Care, Cornwall Council, the Humans PA Academy is a one-of-a-kind initiative designed to train and empower PAs and Micro Providers in Cornwall. Their mission is to help develop the skills, confidence, and connections care providers need to deliver care and support tailored to the people you work with.



These Girls Can Lift

Our women only group encourages girls into the gym, in an effort to combat male-dominated exercise classes, which often focus on strength training or bodybuilding, instead of more accessible forms of wellbeing exercise.



Our Health, Wellbeing and Sport programme encourages inclusivity. Offering a diverse programme and a welcoming environment, the programme aims to help balance gender representation and make fitness spaces more accessible to everyone. For example, on Wednesdays, HWS hosts 'Girl's Night' at the Barbell Club.

For women who want to tone up, be stronger, improve stability and co-ordination, as well as learn safe lifting techniques, the group has been ideal.

The girls had a blast at Jake's intro to Barbells session. Along with expert support from British Powerlifting Champion and college student Ami Anderson, they learned safe and effective barbell lifting techniques, including squats, bench press, overhead press, and deadlifts.

Students Rosie, Elsie, and Cait shared how much they're loving the experience: "After only a few sessions with Jake, we're now following his simple barbell programme and loving it!"

Staff member Keely says "Jake is a wonderful trainer who is attentive to individual needs. The session has gotten me back into lifting, something I used to do a lot. The programme is easy to follow but also means if you don't have the full hour, you can complete the most important exercises. I have seen students who struggle with anxiety and low self-esteem attend the session, who would definitely not attend an open gym session. This is brilliant for their mental health and overall wellbeing."

Barbell Club takes place after college every Monday and Wednesday in Lynher Basement Gym. See the HWS timetable on the intranet for more info, or email Jake: Jakeflannigan@truro-penwith.ac.uk.



'This Girl Can Lift' barbell club is a good way to get girls out there. I feel more comfortable in this club as it allows me to do what I enjoy without feeling embarrassed or like I'm being judged as it's a safe place for women to lift. It's helped my health a lot as I've started gaining more confidence in myself and I feel physically stronger.

C. M. Barratt, Student

The EDI Pledge - Reducing Hate Crime & Discrimination

As part of our campaign to reduce Hate Crime and Discrimination, Truro and Penwith College have created an EDI action plan from 2024-2026, to support the Association of College's pledge.

The EDI Pledge

The definitions utilised by the College are:

Equity = "the quality of being fair and impartial".

Diversity = "the practice or quality of including or involving people from a range of different social and ethnic backgrounds of different genders, sexual orientations etc".

Inclusion = "the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised.

The themes of the action plan cover:

- Human Resources and Organisational Development
- Performance Data
- Curriculum and Student Experience
- Policies and Procedures

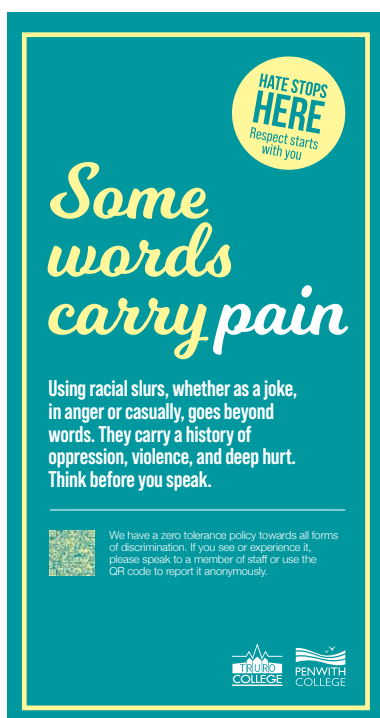
Background and Context

Truro and Penwith College is committed to ensuring that students of diverse backgrounds feel fully supported whilst learning at all its sites. The College is aware that discrimination is an issue that the College needs to tackle and will set organisational objectives specific to our context at Truro and Penwith.

The College is aware through its safeguarding and tutorial support systems that some learners experience discrimination (received through verbal insults, cyber bullying or inappropriate gestures) online, during bus travel to and from college and in person.

In particular, the College notes the following issues which it wishes to prioritise in 2024/26 academic years:

- Reduction in on-line racism on college devices as monitored by Smoothwall
- Training staff in actively anti-racist approaches supported by Black Voices Cornwall
- Education programme through tutorial to stop discrimination in particular to People of Culture; Gypsy, Romany Traveller; Disability or LGBTQIA status.



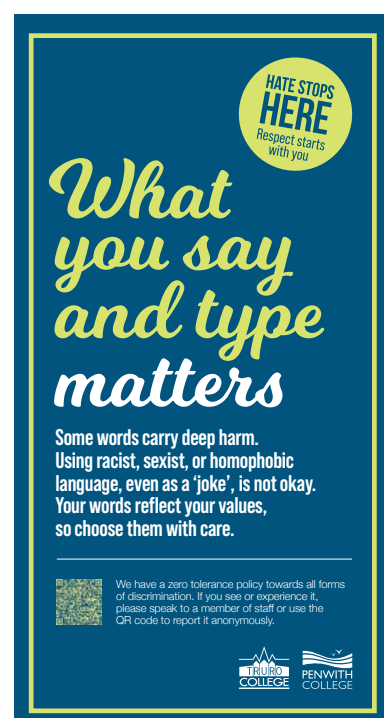
- Education programme to promote Key British Figures from a range of diverse backgrounds
- Continuation of the decolonisation of the curriculum by Learning Resources and the building of appropriate book stock to show representation.

Our Partners

The College will work specifically with Black Voices Cornwall, Safer Cornwall, Traveller Space and Intercom Trust as trusted external partners with expertise.

We will meet with these partners to identify success measures for People of Culture, GRT and LGBTQIA students and work with the community to better understand how we can support those students. The Governing body will identify a board member to monitor progress and scrutinise actions.

Truro and Penwith College has now signed the AoC Charter in November 2024 and will produce an annual report of its activities which embeds the student experience at the heart of its production.



850mm x 2000mm Pull-up Banners on display on Truro & Penwith College campus

Measuring Outcomes

Success will be measured by monitoring retention and achievement rates among students from diverse backgrounds, supported by targeted actions to remove barriers.

We expect progress will also be reflected through a reduction in discriminatory incidents, disciplinary hearings, and hate crime reports.

Annual EDI-focused events, including a Staff Development Days and Student Fairs, alongside ongoing student feedback, will further promote inclusion and celebrate diversity across our College.

TRURO & PENWITH COLLEGE

email: enquiry@truro-penwith.ac.uk

