BEACON: A Practical Framework for Decolonising and Diversifying Higher Education

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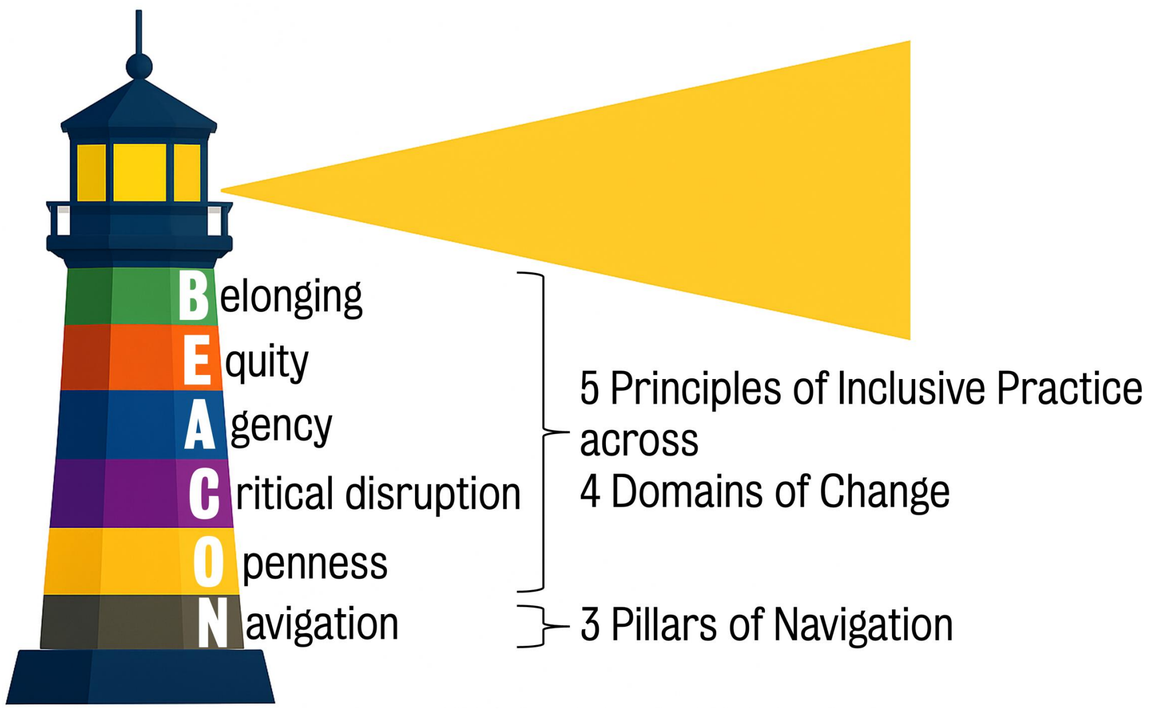


BEACON Components

5 Principles of Inclusive Practice (HOW decolonisation and diversification happens)

- **Belonging:** Creating a learning environment where all students feel respected, included, and emotionally safe.
- **Equity:** Ensuring all students have fair opportunities to succeed.
- **Agency:** Providing students with opportunities to influence, choose and have autonomy over aspects of their learning.
- **Critical Disruption:** Challenging dominant norms and assumptions by naming power, questioning 'neutrality', and making space for structural critique.
- **Openness:** Valuing multiple and pluralistic ways of knowing, by integrating diverse perspectives.

4 Domains of Change (WHAT is decolonised and diversified)

- **Content:** What students engage with, including lectures, tutorials, readings, case studies, and datasets.
- **Pedagogic Interaction:** How students and educators interact, including classroom dynamics, facilitation, and discussion norms.
- **Assessment:** How learning is evaluated, including task design, feedback practices, grading criteria, and demonstration opportunities.
- **Learning Journey:** How the module is structured and scaffolded, including what students learn, when, how, and in what sequence.

3 Pillars of Navigation (how change is SUSTAINED)

- **Educator Reflection:** Our identities, values, and disciplinary shapes what and how we teach; structured reflection on 'positionality' supports the journey.
- **Student Co-Creation:** Students bring lived experience and epistemic insight, making change credible. engaging and relevant
- **Institutional Support:** Decolonisation and diversification must move beyond individual goodwill to sustained commitment, or risks becoming "decolonial washing".

Get Involved

- Collaborate with us to scale BEACON beyond KBS.
- Contribute to our resource bank of decolonisation and diversification actions in practice.

Background and Development

Why BEACON?

- Growing HE commitments to decolonisation, diversification and inclusion exist, yet educators often lack practical implementation frameworks.
- Existing approaches frequently focus on content alone rather than a broader pedagogical approach.
- BEACON provides a shared language, reflective framework, and practical implementation ideas.

Model Development

- Literature review on relevant scholarship.
- Pilot project fully redesigning two UG modules using student partnership.
- Interviews with 17 students and 14 staff at KBS.
- Peer feedback via workshops and conversations.
- Further pilots on two additional UG modules to develop a scalable student partnership process.

BEACON 20-box Grid

Every journey has to start somewhere...

	Content	Pedagogic Interaction	Assessment	Learning journey
Belonging	Diversify slide deck images	Personalise student interactions	Use affirming assessment formats	Create early social connection
Equity	Provide glossaries for technical content	Make support visible and consistent	Demystify academic expectations	Normalise struggle and support-seeking
Agency	Poll students for topics of interest	Use student-led facilitation	Co-create assessment criteria	Offer branching/ optional content paths
Critical Disruption	Introduce critical reflection exercises	Introduce discomfort as pedagogy	Invite criticality and positionality	Embed criticality across the learning arc
Openness	Create case studies with diverse cultures	Vary modes of participation	Perspective-taking tasks	Build conceptual layering

Each of the 20 boxes represents a possible starting point for an educator's journey.
By providing small, accessible entries to decolonisation and diversification, we remove barriers and make space for a diverse range of educators to engage with this initiative.

Scan for the full resource bank, self-evaluation questions, and example activities.

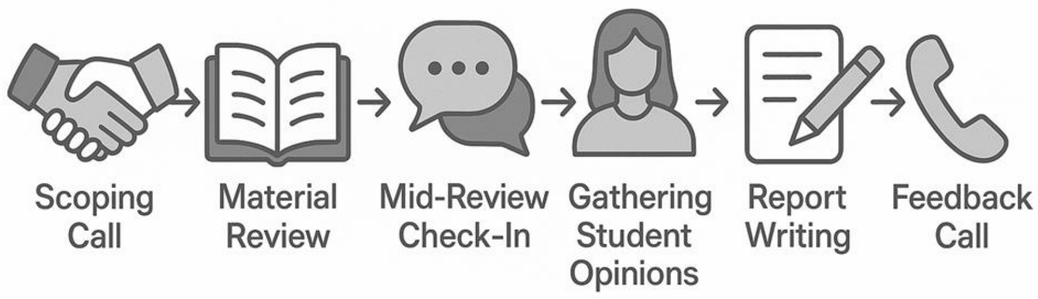
Implementation and Next Steps

18
modules reviewed (14 UG, 4 PG)

31
interviews (17 students, 14 staff at KBS)

Student–Staff Partnership Model

- This year, student inclusivity champions reviewed 14 modules using the BEACON framework as a foundation.
- Module reviews follow a six-stage process (below).



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