

# IoPPN statement on Inclusive Education in relation to BAME student attainment

The Institute of Psychiatry, Psychology and Neuroscience is committed to the principles of inclusive education, and recognises, respects and celebrates the diversity of our student and staff community.

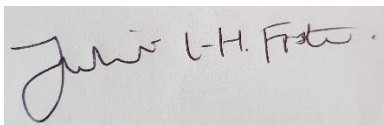
This means:

1. That all aspects of the environment, and particularly those related to the educational experience, should encourage all students to achieve their full potential and to get the most from their academic experience, regardless of any aspect of their background. No student should be advantaged or disadvantaged because of aspects of their ethnicity, identity or experience.
2. That we recognise and build upon the fact that both learning and teaching are enriched by the variety of backgrounds and experiences of our students and staff.

We commit to recognising and addressing the structural issues and barriers that lie at the heart of unequal access to educational opportunities and educational performance. While we recognise the need to provide resources and support for any individual student as appropriate, we reject approaches based on the deficit model which see any gaps in attainment as being rooted in the background of an individual student.

This leads to particular actions that relate to students from BAME backgrounds:

- i. We will engage fully with the initiatives being undertaken both within the College and nationally on this issue.
- ii. We will critically evaluate exam performance at both undergraduate and postgraduate levels to monitor any attainment gaps. Where data are incomplete, we endeavour to fill in the gaps.
- iii. We will develop a programme of workshops for Programme and Module Leaders led by experts in inclusive curriculum design to enable them to consider their courses from this perspective and develop them accordingly.
- iv. We will appoint an Inclusive Education Staff Partner.
- v. We will appoint and work with student advisors whose experience and expertise are recognised and incorporated into our curricula.
- vi. Those working specifically on educational projects will engage fully with colleagues in Diversity and Inclusion, and SAT, ensuring a collegiate working relationship on relevant issues.



Dr Juliet Foster

Deputy Dean of Education

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