



BLG AFFILIATED ORGANISATION
CASE STUDY SERIES 2025

CASE STUDY
**A CROSS-COLLEGE
APPROACH TO ANTI-RACISM
THROUGH DECOLONISING THE
CURRICULUM AND OUR 10
POINT ACTION PLAN**



About Edinburgh College

Edinburgh College is the largest college in Scotland, offering provision to learners across Edinburgh, Midlothian and East Lothian. Programmes are delivered from four campuses - Granton, Midlothian, Milton Road and Sighthill, and a wide range of community venues.

In 2023, Edinburgh College adopted some of the equality outcomes proposed by Scottish Funding Council (SFC) and Equality Human Rights Commission (EHRC) in the 'Tackling persistent inequalities together' report. The College has been working towards the equality outcomes as outlined in the report.

By 2029, the attainment rate for BME students will align with White students and engagement with the Decolonising the Curriculum process will cover 40% of College's courses.

Edinburgh College became a Black Leadership Group affiliated organisation in December 2021.

Decolonising the Curriculum Project

The cross-college curriculum group was established in October 2024 bringing together curriculum and support staff who have an interest and commitment to decolonising the curriculum and becoming an Anti-racist college.

The College's 'Decolonising the Curriculum' group has developed a road map and a set of pledges to set a path for all staff to work towards. A Diversity calendar is updated annually and published on the College's website. Many important events are embedded in college-wide activities e.g. Interfaith event, LGBT History Month, Deaf Awareness Week, Black History Month, Care Experienced Week and, 16 days of Activism. Edinburgh College Students' Association ran a series of education and engagement events to promote awareness days, including Earth Day, International Women's Day, Pride Month, Anti-Bullying Week and Mental Health Awareness Week. To mark Black History Month, Make-up Artistry students took part in award winning creative workshops to develop their skills, working with darker skin tones and textured hair. They worked with volunteers from the community who modelled for the students on the day. [EC Staff Intranet https://www.edinburghcollege.ac.uk/news-and-events/news/edinburgh-college-s-make-up-artistry-students-learn-from-industry-experts-to-mark-black-history-month](https://www.edinburghcollege.ac.uk/news-and-events/news/edinburgh-college-s-make-up-artistry-students-learn-from-industry-experts-to-mark-black-history-month)

The Turing project has enabled staff and students to engage in international performance projects in South Africa, Brazil and Costa Rica for the second year, developing their creative arts skills (dance, music, costume design and digital creative). The project has been successful in enabling them to learn and work within international cultural sector environments. [Brazil Turing Scheme Exchange 2024 \(youtube.com\)](#)

Make-Up Artistry Black History Month workshops



Key findings and Outcomes

Decolonisation of the Curriculum Action Plan

Theme	Pledge	Black Leadership Group (BLG) Actions	Tasks
Curriculum <ul style="list-style-type: none"> Review Redesign Cultures 	Share best practice examples and resources through ULearn (AP 1)	<ul style="list-style-type: none"> Reviewing the curriculum to ensure it is anti-racist 	<ul style="list-style-type: none"> Develop two positive examples per year within Edinburgh College's curriculum to be shared through ULearn.
Community <ul style="list-style-type: none"> Involvement Partnerships Speakers 	Engage with our college campus communities on our anti-racist practice (AP 5)		<ul style="list-style-type: none"> Decolonising the Curriculum group to meet four times a year, involving community representatives and speakers. Develop partnerships with community groups in organising events within the College, e.g Black History Month or Interfaith Festival.
Teaching <ul style="list-style-type: none"> Responsive Collaborative Promotion 	Embed anti-racism into teacher training and upskilling courses (AP 2)	<ul style="list-style-type: none"> Ensuring race equality is a central component across training and development programmes Ensuring anti-racist pedagogy across teacher training 	<ul style="list-style-type: none"> Ensure all managers attend Putting EDI into Practice workshop. Enhance focus on anti-racist education in PDA training for lecturers. Encourage staff's participation in BLG courses. Share anti-racist pedagogy through ULearn.
Assessment <ul style="list-style-type: none"> Feedback Adaptable Performance 	Work with our awarding bodies & college systems (AP 1)	<ul style="list-style-type: none"> Looking at assessment and cultural biases 	<ul style="list-style-type: none"> Enhance diversity of assessment requirements by providing achievable examples e.g. include 25% of under-represented groups in the sample. Include reading resources outwith the UK or Northern America.
Staff <ul style="list-style-type: none"> Diversity Role Models Development 	Actively recruit more diverse staff through inclusive recruitment practice (AP 6)	<ul style="list-style-type: none"> Publish data annually on workforce, leadership and governance by ethnicity Suggest actions to address gaps Implement processes which proactively address imbalances in ethnicity profile at all levels 	<ul style="list-style-type: none"> Publish workforce data annually. Publish pay gap data by gender, race and ethnicity. Evaluate recruitment and employment practices.

Calendar <ul style="list-style-type: none"> • Celebrations • Recognition • Awareness 	<p>Ensure we recognise all faiths & celebrate holidays (AP 8)</p>	<ul style="list-style-type: none"> • Ensure fair treatment and positive advocacy of black students, staff and communities through all internal and external communications 	<ul style="list-style-type: none"> • Annually update diversity calendar to include important faith events and international days. • Agree on an annual plan of events to be celebrated across the College. • Promote positive practices within curriculum through Ulearn.
Policies <ul style="list-style-type: none"> • Anti-Racist • Inclusive • Supportive 	<p>Use college EDI lead to proof read with critical eye (AP 7)</p>	<ul style="list-style-type: none"> • Review quality processes for cultural biases 	<ul style="list-style-type: none"> • Ensure 'Race' is adequately assessed within all equality impact assessments. • Analysis of learning and teaching survey by protected characteristics. • Promotion of a positive campus culture with the Call It Out campaign.
Industry <ul style="list-style-type: none"> • Diverse • Mentors • Champions 	<p>Seek & engage with diverse role models from our industry partners (AP 1)</p>		<ul style="list-style-type: none"> • Identify 'black leadership' in key industries and promote positive role models with partners. • Develop partnerships with BME-led enterprises.
Students <ul style="list-style-type: none"> • Engagement • Empowerment • Critical 	<p>Work with ECSA to Include anti-racist feedback in student rep reports (AP 3)</p>	<ul style="list-style-type: none"> • Publish student data on performance by ethnicity • Suggest actions to address gaps 	<ul style="list-style-type: none"> • Review retention and attainment data by protected characteristics. • Annually hold a thematic focus group on Race with students.
Board <ul style="list-style-type: none"> • Representative • Informed • Challenging 	<p>Follow up on people of colour interested in joining our college board (AP 5)</p>	<ul style="list-style-type: none"> • Ensure all leaders on all boards and committees are focussed on race equality and possess insight and expertise in anti-racism 	<ul style="list-style-type: none"> • Evaluate all recruitment and selection exercises. • Offer observation roles to under-represented groups.

DECOLONISING THE CURRICULUM ROADMAP

CURRICULUM

Review
Redesign
Cultures

TEACHING

Responsive
Collaborative
Promotion

STAFF

Diversity
Role Models
Development

POLICIES

Anti-Racist
Inclusive
Supportive

STUDENTS

Engagement
Empowerment
Critical

COMMUNITY

Involvement
Partnerships
Speakers

ASSESSMENT

Feedback
Adaptable
Performance

CALENDAR

Celebrations
Recognition
Awareness

INDUSTRY

Diverse
Mentors
Champions

BOARD

Representative
Informed
Challenging

PLEDGES

EC 10 POINT ACTION PLAN

CURRICULUM

Share best practice examples and resources through Ulearn (AP 1)

TEACHING

Embed anti-racism into teacher training and upskilling courses (AP 2)

STAFF

Actively recruit more diverse staff through inclusive recruitment practice (AP 6)

POLICIES

Use college EDI lead to proof read with critical eye (AP 7)

STUDENTS

Work with ECSA to Include anti-racist feedback in student rep reports (AP 3)

COMMUNITY

Engage with our college campus communities on our anti-racist practice (AP 5)

ASSESSMENT

Work with our awarding bodies & college systems (AP 1)

CALENDAR

Ensure we recognise all faiths & celebrate holidays (AP 8)

INDUSTRY

Seek & engage with diverse role models from our industry partners (AP 1)

BOARD

Follow up on people of colour interested in joining our college board (AP 5)

Key Learnings from the project

Present Decolonising the Curriculum Roadmap to

- The Senior Management Team
- The Head of School Forum
- The Curriculum Team Manager Forum
- The Edinburgh College Student Association
- The Edinburgh College Lead Student Reps who identified an interest in supporting Anti-Racist Practice

Collaborate with

- The Black Leadership Group
- The College Development Network
- The Scottish Qualifications Authority
- Queen Margaret University
- University of the Arts, London
- Kingston University, London
- The Multi-Cultural Family Group
- The College of Sanctuary
- The Institute of Directors
- Racial Climate Justice

Insights that can be applied to other organisations

- Find Anti-racist advocates in your organisation
- Find where there is current best practice
- Collaborate with others
- Get all levels of college staff involved
- Involve students
- It is never too late to start to move towards an Anti-racist college.



Activist. Authentic. Authoritative.

Contact Details

To affiliate or for further information,
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