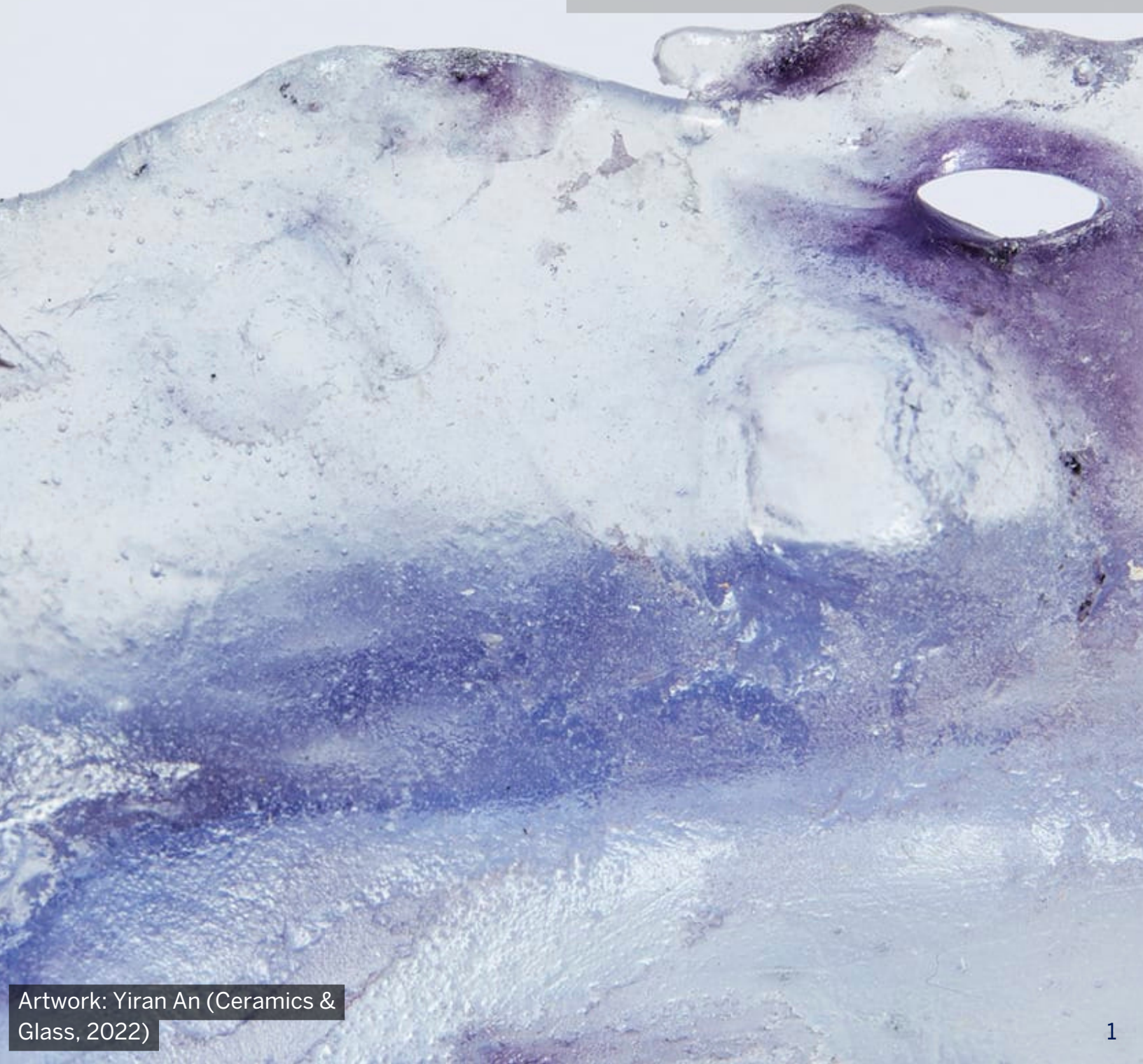


RCA

Head of Equity, Diversity & Inclusion

November 2025



Artwork: Yiran An (Ceramics & Glass, 2022)

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Photo: Richard Haughton

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WELCOME TO THE RCA



Photo: Iwan Baan

Founded in 1837, the Royal College of Art is the world's largest community of postgraduate art and design students and the oldest art and design university in continuous operation. The RCA has been ranked the world's number one art and design university for eleven consecutive years in the QS World University Rankings by Subject 2025. We are also recognised in REF 2021 as the UK's most research-intensive institution, with an increased proportion of our research judged 'internationally excellent' and 'world-leading'.

With more than 25,000 alumni globally, our graduates form an influential international network of artists, designers, innovators and creative leaders. InnovationRCA, our world-leading graduate start-up incubator, is one of the most successful in the UK, supporting a high proportion of female founders and delivering exceptional long-term business survival rates.

Over 2,800 students study across four Schools and research departments, undertaking programmes at Graduate Diploma, MA, MFA, MDes, MArch, MEd, MRes, MPhil and PhD levels. Our practice-based model combines academic rigour, creative exploration and interdisciplinary collaboration, supported by renowned academic and research faculty, industry-leading guest lecturers, and a specialist technical workforce. The College also hosts established and emerging research centres, including the Helen Hamlyn Centre for Design, the Intelligent Mobility Design Centre, the Computer Science Research Centre, the Material Science Research Centre, the Textiles Circularity Centre and a forthcoming Centre for Drawing.

The RCA champions a STEAM (Science, Technology, Engineering, Art & Design and Mathematics) academic vision. We bring together creative insight and evidence-based science to address global challenges such as climate change, rapid urbanisation, biodiversity loss, ageing populations, and the impact of emerging technologies including AI.



Photo: Richard Haughton

OUR STRATEGIC DIRECTION: RCA 2026–2030 AND BEYOND

The RCA's new Strategic Plan sets out a transformational five-year phase as we begin our journey towards our bicentenary in 2037. Our ambition is to become the world's most influential art and design community, with a global footprint and a renewed approach to research, education, partnerships and organisational culture.

By 2030:

- The College will operate across two revitalised central London campuses, including a reimagined Darwin Building at Kensington.
- We will establish research and education hubs outside the UK for the first time.
- We will strengthen our global partnerships, increase access to scholarships and widen participation for students from all backgrounds.
- We will be recognised for leadership in emerging creative technologies, especially AI, and for our contribution to sustainability, regenerative practice and public good.

Our work is underpinned by the RCA's four values — Collaboration, Curiosity, Inclusion and Integrity — and by commitments to long-term resilience, financial sustainability, staff and student wellbeing, and a culture where creativity and innovation thrive.

The College's ambitions will be delivered through three Strategic Pillars:

We will deliver our ambitions through three Strategic Pillars:

Strategic Pillar One:

Creating and delivering the best art and design education, dialogue and research.

Strategic Pillar Two:

Championing a community with outstanding potential who are diverse, inclusive and connected.

Strategic Pillar Three:

Convening transformational exchanges of art and design expertise and ideas.



Photo: Richard Haughton

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

The RCA is committed to building a diverse, equitable and inclusive environment where all students and staff feel valued, supported and able to thrive. As part of our Strategic Plan, we will:

- Launch a refreshed EDI Strategy with an emphasis on inclusive recruitment, equitable practice and a fair, consistent experience for all.
- Deliver sustained activity to achieve Disability Confident Level 3 and Advance HE Race Equality Charter Bronze status.
- Review and enhance the student journey to strengthen belonging, wellbeing and post-study success.
- Deliver a comprehensive People Strategy alongside a co-created Better Workplace Action Plan to support development, recognition, progression and workload sustainability.
- Strengthen connections across our global alumni community, creating networks that support opportunity and collective creative impact.

These commitments reflect our belief that an equitable, inclusive, connected community is essential to achieving our vision and delivering our work with integrity and excellence.

Our People



Photo: Richard Haughton

The strength of the RCA lies in its people: our students, academic community, researchers, technical specialists, professional services teams and our global network of alumni and partners.

The RCA's Chancellor is Sir Jony Ive, one of the world's most influential designers. The Pro-Chancellor and Chair of Council is Sir Peter Bazalgette, and the President & Vice-Chancellor — the College's Chief Executive — is Professor Christoph Lindner, who joined the RCA in 2024.

Our academic faculty bring world-leading expertise and industry insight into a practice-led teaching model. A core academic and research workforce of around 196 FTE is supported by more than 215 Associate Lecturers and a broad network of guest lecturers from across global creative industries and cultural sectors. Distinguished practitioners including leaders from architecture, design, fashion, visual communication, materials science and digital innovation contribute directly to the curriculum.

Our 95 specialist technicians hold deep expertise in areas including digital fabrication, prototyping, film and sound, 3D modelling, metalwork, ceramics, textiles, and emerging technologies. Their knowledge underpins an exceptional hands-on learning environment and ensures students have access to world-class technical support.

Our people form a distinctive creative ecosystem: a collaborative, interdisciplinary community working across disciplines, generations and cultures to shape the future of art and design.

Our Values



Photo: Shaun James

The RCA community operates in line with four agreed values:



Curiosity

We have a tenacious commitment to innovation and openness to change. We positively interrogate ideas, assumptions and plans and welcome the honest scrutiny that is alive in a learning community.



Inclusion

We celebrate diversity and embrace difference as a source of strength. We strive for an inclusive RCA community, removing barriers and challenging exclusionary and discriminatory practices.



Collaboration

We value what happens together and we help and support each other to achieve our collective goals. We work in partnership with our students, staff, alumni, institutions and communities across the globe to make a lasting difference.



Integrity

We are always willing to listen, we offer constructive feedback and we promote accountability, building relationships of mutual trust and respect. We are resilient in the face of challenges, pursuing outcomes with individual, cultural, societal and economic impact.

Education & Student Success

A Message from Professor Zey Suka-Bill - Pro Vice-Chancellor
(Education & Student Success)



As the Royal College of Art approaches its 200th anniversary, we stand at a pivotal moment in our history and one that calls for bold leadership, deep reflection, and transformative action. Founded to harness the creative potential of the Industrial Revolution, the RCA now faces a new era of global challenge and opportunity, where art and design must respond to the complexities of technology, identity, and social change.

The Head of Equity, Diversity & Inclusion is a cornerstone of this future. This role is not simply about compliance or policy. It is about shaping the kind of institution we aspire to be by 2037: a globally influential, inclusive and intellectually open community that leads in creative education, research and practice. We are seeking a visionary academic leader who can help us realise our Strategic Pillars: delivering world-leading art and design education, championing a diverse and connected community, and convening transformational exchanges of ideas.

You will join a College that is committed to redefining creative making and experimentation, where interdisciplinary dialogue and inclusive pedagogy are central to our mission. You will work alongside passionate colleagues and empowered student voices to embed belonging, equity and academic freedom into the heart of our culture. And you will have the opportunity to pursue your own research in EDI and inclusive practice, contributing to a sector-leading agenda that is both scholarly and socially engaged.

This is a moment to shape not just policy, but people's experience, to ensure that every member of our community feels valued, represented and supported to thrive. If you believe in the power of art and design to transform lives, and in the importance of equity and inclusion as a foundation for excellence, I warmly encourage you to apply.

Professor Zey Suka-Bill
Pro Vice-Chancellor (Education & Student Success)

Education & Student Success



Photo: Richard Haughton

The Education & Student Success area comprises the following teams:

- Creative Education;
- Creative Futures;
- Library Services;
- Student Experience;
- Technical Services.

This role is based within the Creative Education team, the scope of which includes the Postgraduate Certificate and Master's in Creative Education, the Pre-Sessional English language and academic skills programme, the in-Sessional English language and academic skills support as well as the Taught Student Ethics Committee and curriculum development activities.

Head of Equity, Diversity & Inclusion



Photo: Richard Haughton

Job Purpose

The Head of Equity, Diversity & Inclusion (EDI) provides academic and strategic leadership to embed equity, diversity, inclusion, belonging, and the RCA's values of Integrity, Inclusion, Collaboration and Curiosity across the College's teaching, research and operations.

The postholder will champion a culture where all students and staff — academic, research and professional services — are valued, represented and supported to thrive. They will ensure that the RCA's values are lived through everyday behaviours and institutional practices, creating an inclusive, respectful and intellectually open community. They will lead institutional progress on the EDI Strategy, Race Equality Charter (REC) and associated action plans, while promoting an environment that upholds both equality and freedom of academic expression.

The role includes a 20% research allocation to support scholarly engagement in EDI, belonging and academic freedom, ensuring the College's practice remains research-informed and sector-leading.

Head of Equity, Diversity & Inclusion



Photo: Richard Haughton

Key Responsibilities

Strategic and Academic Leadership

- Lead the continued development and implementation of the RCA's EDI Strategy, ensuring it reflects and advances the College's values of Integrity, Inclusion, Collaboration and Curiosity.
- Provide academic leadership on inclusive learning, teaching and assessment, supporting Associate Deans and Head of Programmes to embed inclusive design, belonging and equitable outcomes.
- Champion intersectional approaches across all protected characteristics, addressing overlapping identities and systemic barriers.
- Represent and advise Executive Board, Senate, and Council (as required) on EDI and equality-related matters.
- Lead RCA's participation in external equality frameworks (Race Equality Charter, Disability Confident etc.), ensuring measurable outcomes and cultural impact.
- Promote institutional alignment between equity, inclusion and freedom of academic expression, supporting policies and training that foster open, respectful debate consistent with RCA's values and legal obligations.

Student Experience and Belonging

- Work with the PVC Education & Student Success, Head of Student Success, and Students' Union to advance equality, inclusion and belonging across the student lifecycle — from recruitment to progression, and graduate outcomes.
- Champion the decolonisation and diversification of curricula, ensuring multiple perspectives and global contexts are reflected in teaching and research.
- Partner with Student Support and Student Success teams to promote inclusive approaches to student engagement, wellbeing and participation.
- Embed belonging and inclusion as defining features of the RCA student experience, aligning with the College's value of Inclusion.
- Strengthen student participation in EDI governance, ensuring student voice informs institutional priorities and decision-making.

Head of Equity, Diversity & Inclusion



Photo: Richard Haughton

Key Responsibilities

Race Equality Charter (REC) and Action Plan Delivery

- Lead the RCA's Race Equality Charter Self-Assessment Team (SAT) and oversee delivery of the REC action plan.
- Ensure REC and related action plans are integrated into institutional business planning, risk management and reporting frameworks.
- Promote engagement and visibility of REC commitments across the RCA community and external partners.

Governance, Accountability and Academic Freedom

- Serve as a senior advisor to the Executive Board, Senate, and other governance bodies on EDI
- Contribute to the development and implementation of the College's Freedom of Speech and Academic Freedom policies, ensuring alignment with the Higher Education (Freedom of Speech) Act 2023 and the Equality Act 2010.
- Provide expert advice on balancing lawful expression with the College's duty to protect staff and students from discrimination or harassment.
- Lead on training, awareness and guidance to ensure RCA's values — particularly Integrity and Inclusion — are embedded in academic and professional practice.

Head of Equity, Diversity & Inclusion

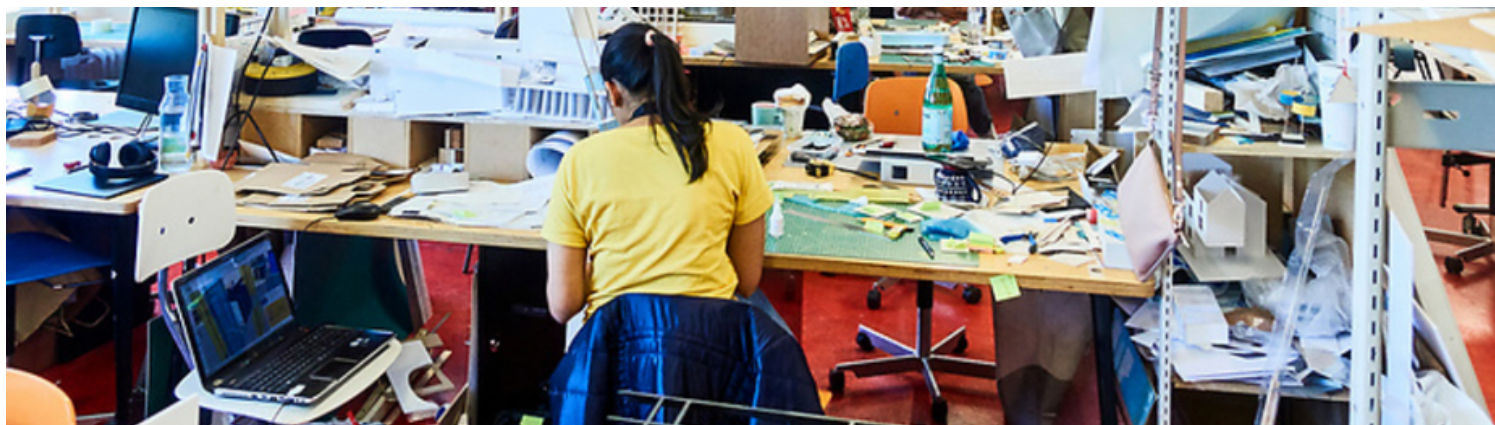


Photo: Richard Haughton

Key Responsibilities

Leadership and Support of EDI Networks

Line manage and support two EDI officers, providing leadership and mentoring, ensuring that they have clear objectives and are empowered to support EDI workstreams within the staff and student spaces.

- Line manage and support RCA BLK, providing leadership, mentoring and advocacy to ensure its sustainability and impact.
- Act as senior sponsor for RCA BLK and other emerging staff or student EDI networks, strengthening their voice in institutional governance.
- Facilitate collaboration between RCA BLK, student and staff networks, and the wider College community.
- Promote inclusive leadership, allyship and dialogue across the College, reflecting the values of Collaboration and Curiosity.

Research, Scholarship and Knowledge Exchange

- Maintain an active research profile (20% research allocation) in equity, diversity, inclusion, belonging or related areas relevant to art and design education.
- Lead or collaborate on research and knowledge-exchange projects that advance inclusive and socially engaged practice.
- Disseminate research through publications, conferences and sector networks, enhancing RCA's reputation for leadership and innovation in inclusive education.
- Promote a scholarly, evidence-based approach to inclusion, belonging and academic freedom.

Head of Equity, Diversity & Inclusion



Photo: Richard Haughton

Key Responsibilities

Partnership and Culture Change

- Build and sustain strong networks across academic, research and professional services communities to ensure shared ownership of the EDI agenda.
- Partner with the Director of People & Culture to align strategic and operational EDI delivery alongside the broader People Strategy
- Support staff and student networks, promoting initiatives that strengthen community, inclusion and wellbeing.
- Act as a visible ambassador for RCA's values of Integrity, Inclusion, Collaboration and Curiosity, representing the College externally in EDI and academic freedom forums and collaborations.

Person Specification

Characteristics of the Post Holder

Essential

- Recognised academic leader with a strong record in teaching, research and/or leadership in higher education.
- Proven success in leading institutional EDI or equality initiatives with measurable cultural and structural impact.
- Demonstrated experience engaging with senior governance bodies such as Executive Board, Senate, and Council.
- In-depth understanding of intersectional equality, inclusive pedagogy, belonging and freedom of academic expression.
- Knowledge of equality frameworks (REC, Athena Swan, AdvanceHE, OfS guidance) and relevant legal and regulatory requirements.
- Strong leadership, influencing and communication skills, with the ability to engage and inspire across academic, research and professional service communities.
- Commitment to modelling and embedding the RCA's values — Integrity, Inclusion, Collaboration and Curiosity — through leadership and practice.
- Experience supporting staff networks and enabling inclusive leadership and allyship.

Desirable

- Experience in art, design or creative higher education.
- A publication or research record in EDI, belonging, or academic freedom.
- Experience representing institutions in national or international EDI or policy forums.
- Experience of mentoring or developing others in inclusive leadership.

Pay & Benefits

Additional Information:

- Salary working 5 days per week: Grade 10 £64,753-£72,255 per annum pro rata inclusive of London Allowance.
- Normal hours will total 35 per week over 5 days, 9.30am to 5.30pm with an hour each day for lunch
- 30 days annual leave plus extended breaks at Christmas and Easter pro-rata
- A contributory defined benefit pension scheme and interest free season ticket loan are available
- Hybrid - 3 days on Site between Kensington and Battersea.
- interview date - Wednesday 28th January 2026

Portfolio / Department - Education & Student Success

Reports to Pro Vice-Chancellor (Education & Student Success)

Responsible for EDI Officers, RCA BLK

Working closely with Director of People & Culture; Associate Deans; Heads of Programme; Head of Student Success; Students' Union; Head of Library Services (RCA Aurora Lead)

Grade - Grade 10

Contract - Permanent, Full Time



Photo: Philip Vale

Pension

The Royal College of Art is a member of the Superannuation Arrangements of the University of London (SAUL) which is a contributory defined benefit pension scheme. The college will contribute a sum equal to 16% of your salary while you pay 6%.

Holiday

30 days paid leave a year plus bank and public holidays normally observed in England and Wales. In addition, the college is normally closed for six days a year, one day on either side of Easter and the remainder between Christmas and New Year. Part-time staff will be entitled to the pro rata equivalent.

Season ticket loans

Interest-free loans are available for staff to purchase annual season tickets.

Enhanced maternity and adoption pay

Qualifying employees are entitled to enhanced maternity/adoption pay: 26 weeks' full pay, 13 weeks Statutory Maternity/Adoption Pay. This compares to the statutory provision of 90% of average pay for 6 weeks followed by Statutory Maternity/Adoption Pay for 33 weeks.

Enhanced paternity pay

Qualifying employees are entitled to six weeks' paternity leave entitlement at full pay.

Enhanced shared parental pay

Qualifying employees are entitled to enhanced shared parental pay: up to 24 weeks' paid at the full rate of the employee's normal pay (only in the first 26 weeks following the start of maternity/adoption leave), followed by 13 weeks Statutory Shared Parental Pay. This compares to the statutory provision of up to 37 weeks paid at the statutory rate or 90% of average weekly earnings, whichever is lower.

Enhanced sick pay

Occupational sick pay after three months' service is three months' full pay/three months' half pay.

24/7 confidential support

Staff and family members in their household have access to a free, external confidential support service for work, financial, legal, family and personal problems 24 hours a day, 365 days a year.

Occupational health

Occupational Health support for the College is provided by Imperial College's occupational health service at their South Kensington Campus.

Life Cover

Active members of the SAUL pension scheme automatically receive life cover. A lump sum of four times your salary together with a refund of your contributions and a 2/3 pension for your dependent/spouse is payable should you die whilst in employment.

Library

All staff are welcome to join the college library.

Events

All staff are welcome to attend exhibitions, lectures and private views held by academic schools and programmes.



Equality, diversity and inclusion - Disability and neurodiversity

Disability Confident

RCA is a Disability Confident Committed employer. You may recognise the logo from our job adverts.

Disability Confident is a government scheme designed to encourage employers to recruit, retain, and develop disabled people. RCA was originally awarded the Disability Confident certificate in October 2022, which broadens and deepens our existing commitment as an employer.

As a Disability Confident Committed employer, we commit to the below core activities:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people



11 years
as the world's
N°1 University
for Art & Design

QS World University Rankings
by Subject 2015-25

Together, the RCA community can generate change now for a sustainable future everywhere.