

Equality, Diversity and Inclusion Policy Statement		
Lead: Executive Director: People		Status: Approved
Version: 2		Date of Version: August 2024
Approving Body: Executive Team		Supersedes: 2022 Policy
Approved on: 7 August 2024		Next Review date: August 2027
Equality analysis tool ¹		
1.	Is the policy relevant to the public sector equality duty?	Yes
2.	Have any concerns previously been raised about this policy or practice?	No
3.	Is likely to result in discrimination against a protected group?	No
4.	Does this policy positively contribute to the participation of under-represented groups in the College's activities?	Yes
Version Control		
Version	Date	Change(s)
2	15.11.2024	Objective 1 changed from 'Students are treated fairly, irrespective of characteristics and/or background' to 'All individuals are treated fairly whilst at one of the Group's colleges, irrespective of characteristics and/or background' after discussions with Governors.
Access		
Location	Address/Link	
Sharepoint		
Service Centre		
Document Centre		
Communication		
Medium	Audience	
e.g. Team Briefing, Managers' Briefing, Principal's Briefings		

¹ If the answer to any of these questions is yes, please complete the Screening Template provided and include as an Appendix to your policy.



Equality Diversity and Inclusion Policy Statement

We are committed to achieving equality for all students, staff, and other College users, and to ensure that all students, whatever their background, have the opportunity to benefit from excellent and inspirational educational opportunities.

We aim to be fully inclusive, working to eliminate discrimination, promoting equality, and embracing diversity in all that we do. We celebrate the rich variety of people who make up our communities, from different cultures and different ethnic backgrounds. Some may have a disability; others may follow different religions. We may differ in our sexual orientation, languages, or belief systems but we are united by an ambition to succeed and fulfil our potential.

We seek to ensure that no member of the College community receives less favourable treatment on the grounds of their age, disability, gender, gender identity, race, religion or belief, sexual orientation, and socio-economic background. We seek to address any disadvantage suffered previously.

We will tackle discrimination; promote equality of opportunity and good relations between all people. We are committed to providing services that promote equality, value diversity and community cohesion and strive to ensure that everyone is treated with respect and dignity.

Our Commitment

We are committed to going above and beyond meeting our legal obligations and achieving our targets. We strive for a truly inclusive culture where everyone can thrive to reach their true potential. This means treating people with dignity and respect and recognising the value of individuals. We have an on-going commitment to ensuring that our services meet the varied and individual needs of staff and students.

Equality Objectives

In line with the Public Sector Equality Duty, the Group has published equality objectives. The agreed objectives are outlined below

- Objective 1: All individuals are treated fairly whilst at one of the Group's colleges, irrespective of characteristics and/or background.
- Objective 2: To identify and address any emerging gaps in achievement across all provision including Study Programmes, Apprenticeships, Adult Provision and HE, for all monitored characteristics.
- Objective 3: To proactively learn from and respond to all feedback related to EDI matters, including complaints, queries, and compliments.

Further details about how we are meeting these objectives can be found in our Equality and Diversity Annual Report [here](#).