



## **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.

We will:

- tackle any gaps in the success, retention, or achievement rates for any groups.
- actively seek to understand and learn from staff and students lived experience through staff and student voice mechanisms.
- make sure that our employment practices are fair and promote equality.
- continue to take positive action to address any under representation in the staff, student, and Board profile.
- work to eliminate any barriers that might inhibit the success or progression of any groups of staff or students.
- actively celebrate the rich diversity of our staff, students, and the communities they belong to.