

## **EQUALITY, DIVERSITY AND INCLUSION POLICY - SUMMARY STATEMENT**

As a provider of services to learners, employers and the wider community we are committed to providing a learning and working environment that values all forms of diversity and seeks to create a culture of conscious inclusion. We respect the differences of the people we serve and the staff we employ regardless of age, disability, ethnic or national origin, gender, race, religion or sexual orientation.

### **Our Commitments**

#### **We aim to:**

- Create an environment in which everyone can contribute, can be recognised and valued for who they are, and in which all individuals are supported to achieve their goals.
- Be pro-active in promoting equality of opportunity and inclusivity for all our staff, learners, visitors, customers and suppliers.
- Consider equality of opportunity when making strategic and operational plans, developing policies and procedures, delivering and assessing the curriculum, recruiting and employing staff, engaging contractors and procuring services.
- Consult widely in order to assess the impact of our actions.
- Identify actions to improve equality & inclusion, and publish the results.

### **Achieving our aims**

#### **We will achieve our aims by:**

- Creating an Equality, Diversity & Inclusion Action Plan to promote good practice and meet our statutory obligations.
- Monitoring our Action Plan and refining it to make continuous improvements in equality and inclusion.
- Consulting widely through a range of sources.
- Expecting all members of the College community to share our commitments and work towards equality of opportunity for all.
- Publish reports of our progress and seek feedback.

### **Your role**

#### **You can assist us by:**

- Sharing our commitment to equality of opportunity and inclusivity.
- Endorsing our Equality, Diversity and Inclusion Policy Summary if you are a supplier, and sharing your equality policy with us.
- Providing your feedback if you are a customer or user of our services.
- Understanding your responsibilities and promoting equality and inclusion in your day-to day work if you are an employee.



**Debbie Garroway**  
Deputy Principal Curriculum & Quality



**Beverley Mahoney**  
Director of people & Organisation Development