

DERBY COLLEGE GROUP POLICY



Equity, Diversity and Inclusion Policy

Policy Number:	CUR-006
Executive Owner:	Deputy CEO
Owning Strategy / Department:	Student Experience and Pastoral Support
Approval Board / Committee / Group:	Standards Committee Corporation
User Group:	Employees, Students / Apprentices, Parents/Guardian/Carers
Relevant To:	As above
Implementation Date:	December 2011
Approval Date:	December 2025
Review Period Start Date:	October 2026
Expiry Date (Next Review Date):	January 2027

Date:	November 2025
Ref:	AD
Originator:	Vice Principal of Student Experience and Pastoral
Support Area:	Student Experience and Pastoral Support

POLICY – PROCEDURES – GUIDELINES – RELATED DOCUMENTS

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Policy Accountability and Implementation

Policy Title:	Equality, Diversity and Inclusion Policy
Policy Author / Reviewers:	Vice Principal of Student Experience & Pastoral Support
Policy Implementation:	Vice Principal of Student Experience & Pastoral Support / Access and Participation Manager
Policy Monitoring and Compliance:	Equality, Diversity and Inclusion Steering Group, Heads, Directors, Assistant Principals, Team Managers
Policy Review Timeline:	Annual

Synopsis:

We aspire to excellence and are committed that our employees integrate and enhance equality, diversity and inclusion in processes and practices across the organisation ensuring we are compliant to the Equality Act 2010.

Policy Classification and Publication

Classification

1. Essential Authority (EA)

Publication

- Intranet – Policy portal
- Student VLE (Moodle)

Empowering/related legislative and/or authoritative references:

Equality Act 2010

Impact Assessment reference: IA13 2014

Periodic Policy Review / Change History

Note: Please make it clear if change/review relates to procedures, guidelines and associated documents only or it is a rationale for a new or substantive policy review

Version	Reviewed / Modified by:	Change History	Advisory committee / groups or specialists	Review / Meeting Date/s
V2	Aaron Denton	Reviewed with minor amendments	Matt Bromley	
V3	Aaron Denton / Karen Tucker	Deleted elements which are repetitive. Included reference to the Transgender Policy (staff and learners). Reviewed and amended 'implementation arrangements'.	DP Education & Learner Experience	
V4	Aaron Denton,	Amended the name from Equality and Diversity Policy to Equality, Diversity and Inclusion	Kate Martin / Heather Simcox	
V4.1	Tony Mclroy	Extra bullet point added under 'Quality of Provision' as recommended following a JCQ examination inspection; this element was missing from our policy and is a requirement as part of the JCQ general regulations.		
V5	Head of Behaviour for Learning	Updated job roles / department titles	Standards Committee Corporation	20/11/18 17/12/18
V6	Head of Behaviour for Learning	Added under guidelines <ul style="list-style-type: none"> • Trans* Guidelines • Looked After Young People and Care Leavers Guidelines 	Standards Committee Corporation	October 2019
V7	Head of BfL	Reviewed, no changes	Standards Committee Corporation	December 2020

V8	Director of Student Experience & Pastoral Support	<p>Minor Amends Definitions</p> <ul style="list-style-type: none"> • Included a definition for Equality, Equity, Diversity, Inclusion and Belonging. • Included: Unlawful discrimination, harassment and victimisation • Free speech, hate speech and hate crime <p>Scope and Limitations</p> <ul style="list-style-type: none"> • Paragraph included about complaints. <p>Guidelines</p> <ul style="list-style-type: none"> • Looked After Young People and Carer Leavers – added a section on Young Carers 	SLT DIB	09/12.2021
V9	Director of Student Experience & Pastoral Support	Amends to Job titles	SLT DIB Ratified by Corporation	December 2022 12.12.22
V10	Director of Student Experience & Pastoral Support		SLT DIB	December 2023
V11	Vice Principal – Student Experience and Pastoral Support Human Resources Director Access and Participation Manager		SLT DIB Corporation	23 rd March 2026

1. Policy Statement

Derby College Group (DCG) is passionate about inclusion, respect and enabling all students, employees and stakeholders to reach their full potential. We strive to ensure the Group's working and learning environment is free of harassment and bullying.

We aspire to excellence and are committed that our employees integrate and enhance equality, diversity and inclusion in processes and practices across the organisation.

This policy describes Derby College Group's:

- Vision and commitment to Equality, Diversity and Inclusion
- Legal duties under the requirements of the Equality Act 2010 in employment, facilities, goods, services, admission and treatment of students.
- General and specific equality duties.
- Practical steps for implementation of the policy

2. Definitions

Equality Act 2010

The Equality Act 2010 makes it unlawful for employees to discriminate—directly or indirectly—or to harass customers, clients, students, or colleagues based on any of the following protected characteristics: Age, Disability, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

Equality

- Ensuring everyone has the same rights, respect, care, and access to opportunities and services.
- Avoiding assumptions about an individual's abilities that could limit their development.
- Eliminating discrimination, intolerance, and inappropriate behaviour, including so-called 'banter'.

Diversity

- Valuing the different backgrounds and perspectives within our community to improve

decision-making and enrich our culture.

- Promoting representation so students and staff see people they can relate to, fostering belonging.
- Celebrating differences and respecting all characteristics.
- Consulting and listening to varied viewpoints to enhance how we work.

Inclusion

- Creating a community where every person's worth and dignity are respected, and cultural norms make people feel welcome.
- Sustaining a sense of belonging through inclusive practices.
- Encouraging self-expression while upholding British Values.

Equity

- Providing individuals with the support they need to succeed.
- Ensuring fair access, opportunities, and progression for all.
- Making reasonable adjustments for those who require additional support.

Belonging

- Providing an environment whereby students and employees feel they belong, are empowered, engaged and can develop to their full potential.
- Experiencing appreciation, validation and fair treatment creating a sense of individual acceptance.

Reasonable Adjustments

Reasonable adjustments will be provided for employees, students and customers who may be experiencing barriers due to disability, including alternative formats for other relevant protected characteristics.

Social Model of Disability

The social model of disability sees disability as the result of the way society is organised, rather than a person's impairment or difference, and looks at ways of removing barriers. We endorse the social model and encourage participation in learning where the programme or course and progression route are meaningful and purposeful.

Unlawful Discrimination

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. Discrimination after employment may also be unlawful, e.g., refusing to give a reference for a reason related to one of the protected characteristics.

Harassment

Harassment is unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It may include remarks, jokes, physical contact or segregation, and can occur even if not directed at the complainant.

Victimisation

Victimisation occurs when an employee is treated unfairly because they made or supported a complaint under the Equality Act 2010. Protection does not apply if the complaint was malicious or untrue.

Free Speech

Under Article 10 of the Human Rights Act 1998, everyone has the right to freedom of expression, subject to restrictions necessary for a democratic society, including public safety, prevention of crime, and protection of rights of others.

Hate Speech

UK law, including the Public Order Act 1986, makes it an offence to use threatening, abusive or insulting words or behaviour likely to cause harassment, alarm or distress. This includes language inciting racial, religious or sexual orientation hatred or encouraging terrorism. Hate crimes are defined as any crime or incident where hostility or prejudice against an identifiable group is a factor.

The Protected Characteristics:

Age	Someone of a particular age or in a range of ages.
Disability	Someone who has, or has had, a physical or mental impairment with a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.
Gender Reassignment	Someone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. There is no requirement for this person to require medical supervision in order for this person to have this protected characteristic.
Marriage and Civil Partnership	Someone who is married or is a civil partner
Pregnancy and maternity	Someone who is pregnant or within 26 weeks following the date of giving birth or taking maternity leave.
Race	Someone of a particular racial group defined by colour, nationality, caste, ethnic or national origins.
Religion or belief	Someone of any religion or philosophical belief, including a lack of religion or belief
Sex	Whether someone is a man or a woman
Sexual Orientation	Someone's sexual orientation towards persons of the same sex, opposite sex or either sex

3. Principles

Derby College Group is committed to embedding Equality, Diversity and Inclusion (EDI) across all aspects of our work. These principles reflect our Strategic Ambitions and our pledge to champion social mobility.

We believe that recognising, embracing, and valuing difference leads to positive outcomes for everyone, including:

- A vibrant and diverse student and employee community.
- An inclusive and respectful learning and working environment.
- The ability to attract and retain the best talent.
- Enhancing the reputation of our college.

Our approach is underpinned by the Public Sector Equality Duty, which requires us to:

1. Eliminate discrimination, harassment, victimisation, and any conduct prohibited under the Equality Act 2010.
2. Advance equality of opportunity between people who share protected characteristics and those who do not.
3. Foster good relations between people from different backgrounds.

We aim not only to comply with legislation but to exceed statutory requirements, creating a culture where everyone is treated with dignity and respect. Prejudicial behaviour will not be tolerated.

Quality of Provision

- Teaching, learning, and assessment will actively promote EDI.
- Curriculum resources will reflect diversity and inclusion.
- Admissions and initial assessments will identify and support individual needs.
- Reasonable adjustments will be provided for students and staff with additional needs.
- ESOL support will be available where funding permits.

Student Experience

- Opportunities to celebrate diversity and share experiences will be embedded in curriculum and cross-college activities.
- Student networks (e.g., LGBT+, Inclusion Forum) will be supported to promote equality objectives.
- Information, advice, and guidance will be accessible and challenge stereotypes.
- Services will meet the needs of diverse communities.

Staff Development and Recruitment

- EDI training will be mandatory for all staff, with refresher training every three years.
- Recruitment processes will be fair, transparent, and compliant with equality legislation.
- Positive action may be taken to address underrepresentation in the workforce

4. Scope and Limitations

This policy has direct implications for all other Group policies. We believe that delivering Equality, Diversity and Inclusion is one crucial strand of our approach to overall quality improvement and we place it at the very heart of everything we do.

Anyone who comes into contact with the Group, external or internal customers, will benefit from this policy. All members of our Group – employees, students and volunteers are subject to this policy. The policy is also binding on our external contractors, employers and other partners that the Group collaborates with.

The policy applies to all campuses and breaches of this policy will be regarded as misconduct and will therefore be subject to the student and employee disciplinary policies.

Complaints

Complaints of bullying, harassment and victimisation should be pursued through the grievance procedure for employees and the complaints procedure for students.

5. Responsibilities

All individuals within Derby College Group, including employees, students, customers and governors are responsible to ensure the suitable observation of the principles of the Equality, Diversity and Inclusion Policy is applied. In particular, this relates to the treatment of others so that the environment in which we operate is, as much as possible, free from prejudice and discrimination.

The board of Governors is responsible for compliance with equality legislation in its own processes, overseeing the response by the Executive to equality legislation and overseeing progress.

The Chief Executive, supported by the Executive, is responsible for ensuring the organisation take action to comply with equality legislation.

The Vice Principal of Student Experience and Pastoral Support and Vice Principal – Quality of Education are responsible for implementing and monitoring to ensure compliance with equal opportunities legislation. Leading on ensuring equality, diversity and inclusion are actively embedded and enhanced within all aspects of teaching, training and learning preparation.

To ensure embedding of equality and diversity throughout the students experience and to support managers in addressing any differential performance between students of particular groups.

Assistant Principals, Heads of Academies, and Directors, supported by their employees, are responsible for the implementation of Derby College Group's equality aims and objectives at the operational level.

All Managers are responsible to ensure the effectiveness of the Equality, Diversity and Inclusion Policy by supporting their teams and ensuring employees, students and customers in their area understand the Group's expectations for each individual. Human Resources will advise managers on their responsibility, particularly regarding employment matters.

6. Implementation Arrangements

The Group will ensure that:

- Meetings are held which introduce the concept, the policy and procedures eg Team Managers, Heads and Directorate monthly management meetings, curriculum team meetings where the concept, specific instructions and any special responsibilities are discussed.
- The Chief Executive, Corporation and all employees working with or on behalf of the Group, whether employed directly or indirectly, and including volunteers and external contractors, will receive a level of training appropriate to their role and level which will familiarise them with equality and diversity, clarify roles and

responsibilities and the Group policies and procedures, with refresher training at least every three years.

- Work based apprentices and students on work placement are placed where the employer is fully aware of their duties in terms of equality and diversity and all students are given guidance prior to their employment or placement on equality and diversity and the support available from the Group.
- There are procedures in place to identify and support all College users. All teaching and learning observations and quality assurance processes and student journey quality audits include the opportunity to report on equality and diversity and will be included in the lesson observation and quality briefings/training.
- Performance is reviewed monthly to identify and address any potential gaps in achievement.

7. Monitoring and Review

The effectiveness of this Policy will be monitored through student and employee data, Equality and Diversity Impact Measures (EDIMS), culminating in the Equality, Diversity and inclusion Annual Report.

8. Guidelines

- [Trans* Guidelines](#) – attached to the [Transgender Policy](#)
- [Looked After Young People, Care Leavers and Young Carers Guidelines](#)

9. Procedures

10. Templates / Forms

There are no specific templates or forms relating to this policy.

11. Related Documents

This policy also needs to be read in conjunction with the following policies:

- Transgender Policy
- Bullying and Harassment Policy
- Disciplinary Policy
- Grievance Policy
- Recruitment Policy
- Health Safety and Welfare at Work Policy
- Safeguarding Policy
- E-safety Policy
- Student Admissions Policy
- Student Bullying and Harassment Policy
- Positive Behaviour Policy
- Learning Support Policy