


Equality, Diversity, and Inclusion Policy

1. Scope and Purpose

- 1.1. At Loughborough College Group, we are committed to creating an inclusive environment where everyone-students, staff, and the broader community-feels valued, respected, and empowered. We celebrate diversity in all its forms and strive to eliminate discrimination, advancing equality of opportunity for all.
- 1.2. Defining Equality, Diversity and Inclusion- Equality- The state of being equal, especially in status, rights or opportunities. Diversity - An indicator of being human; the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations etc. Inclusion - The practice or policy of facilitating a sense of belonging through providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, and maximising their contribution or potential. The equality, diversity and inclusion (EDI) policy is set within the context of the college's mission, values, behaviours and strategic priorities.
- 1.3. Loughborough College Group commitment to EDI is reflected in our shaping futures and core values. We need to increase understanding of EDI, including the challenges that our learners and staff may face and to develop a culture ensuring empowerment to raise issues and make change. Throughout the production of the EDI strategy due regard has been given to eliminate discrimination, harassment and victimisation, to advance equality of opportunity and to foster good relations between people who share a relevant protected characteristic and those who do not share it (as cited under the Equality Act 2010 Public Sector Equality Duty).
- 1.4. This policy will be applied in accordance with the Articles and Instruments of the Corporation and in accordance with the Advisory, Conciliation and Arbitration Services (ACAS) Code of Practice.
- 1.5. The purpose of this policy is to ensure inclusion of learners, apprentices, employees and stakeholders from diverse backgrounds, who possess different characteristics and individual differences.
- 1.6. This policy ensures consistent and fair treatment of all staff, learners, apprentices and stakeholders.
- 1.7. All employees have a mandatory requirement to attend EDI training.

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- 1.8. This policy does not apply to matters over which the Loughborough College Group has no direct control. This may include law, regulation or statute.
 - 1.9. This policy and procedure is for guidance only and does not have any contractual effect.
 - 1.10. This notice applies to employees, learners, apprentices and stakeholders of the Loughborough College Group, its colleges, and its subsidiaries. References to the Group or College refer to all parts of the group.

2. Policy Statement

- 2.1. Loughborough College Group value diversity and equality and strive to ensure that all people are treated with dignity and respect. We offer all employees and stakeholders' equality of access to aspire to and achieve the best that they can in a safe, welcoming and supportive environment, as well as supporting learners and apprentices to achieve the same.
- 2.2. Loughborough College Group believes that all employees, learners, apprentices and stakeholders should be treated fairly, equally and with respect.
- 2.3. Loughborough College Group adopts a zero-tolerance policy to any forms of discriminations, bullying or harassment, any forms of microaggression.
- 2.4. The Equality Act 2010 provides the legislative background to this policy and Loughborough College Group has a centrally driven commitment to embedding the Equality Act 2010.
- 2.5. The Act introduced the term 'protected characteristic' to refer to aspects of a person's identity explicitly protected from discrimination. Nine were identified: age, disability, gender reassignment (transgender), race, religion or belief (including no belief), sex, sexual orientation, pregnancy and maternity and marriage and civil partnership. The latter is not included in the educational duties of the act regarding further and higher education.
- 2.6. The Act emphasises the need for the Loughborough College Group, as providers of further and higher education, to avoid discrimination, harassment or victimisation in all areas. Loughborough College Group embraces this responsibility wholeheartedly as every individual has the right to be free from discrimination and harassment and everyone has the responsibility to promote equality of opportunity.
- 2.7. Reasonable adjustments will be made wherever necessary and possible to enable equality of access to learners, apprentices, employees and other stakeholders with different protected characteristics, with different needs and from different backgrounds.
- 2.8. Loughborough College Group is committed to embedding Equality Impact Assessments (EIAs) as a fundamental part of our decision-making processes.

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- 2.9. This policy promotes our equality, diversity and inclusion (EDI) commitment by embracing our FREDIE principles- Fairness, Respect, Equality, Diversity, Inclusion and Engagement. It seeks to ensure we foster a campus environment that celebrates differences and upholds principles of fairness, respects individual identities, and promotes inclusivity.
- 2.10. Loughborough College Group will set and publish equality objectives, together with the engagement activities undertaken to shape actions and to meet these objectives.
- 2.11. Published information will include:
- 2.11.1. information on the effect of policies and practices on employees, learners, apprentices and others who share a protected characteristic outcome from equality analysis details of engagement activities related to equality, diversity and inclusion.

3. Impact Assessments

- 3.1. This policy/procedure has undergone an impact assessment process during review to ensure that any foreseeable risks and implications have been appropriately considered.
- 3.2. Equal Opportunities: The policy has been reviewed to uphold principles of equality and non-discrimination in accordance with equal opportunities legislation, ensuring fair treatment for all individuals.
- 3.3. Data Protection: All personal data processing activities governed by this policy have been assessed for risk and are fully compliant with current data protection laws. Privacy-by-design has been embedded as a core approach, with safeguards implemented to protect data subjects.
- 3.4. Safeguarding, Health & Safety, and Environmental Sustainability: Relevant aspects of safeguarding, health and safety, and environmental sustainability have been impact assessed to support a secure, inclusive, and responsible working and learning environments for all.


4. Policy

4.1. Principles

- 4.1.1. Loughborough College Group has ambitious plans to become an outstanding college in all areas of work and has the goal to be ‘in the top 10% of education, training and apprenticeship providers in the UK’. The college has a commitment to closing achievement gaps and to ensuring equality of opportunity for all learners, apprentices, employees and stakeholders to achieve their full potential.
- 4.1.2. The actions and outcomes below will demonstrate adherence to our principles:

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- The promotion and celebration of equality, diversity and inclusion is embedded into all aspects of college life and evident in all departmental strategies
 - The college community is truly representative of our local community
 - Information is published to report on progress made with regard to the advancement of equality of opportunity
 - Any significant or recurrent achievement gaps between different groups of learners and apprentices are eradicated
 - High levels of employee, learner and stakeholder satisfaction and engagement.
 - Equality, diversity and inclusion related events are held and well attended to promote, embrace and celebrate equality and diversity
 - Employees encourage learners, apprentices to take lead roles in promoting and celebrating diversity through events and initiatives
 - Learners, apprentices, employees and stakeholders speak highly of Loughborough College Group as a positive model of equality, diversity and inclusion promotion and provision
 - Loughborough College Group secures its reputation as a first-choice education and training provider for learners, apprentices, employers and employees in the local area
 - The diversity of our workforce is representative of the community we serve, with effective equality, diversity and inclusive practices embedded into college life

4.1.3. At Loughborough College Group we value diversity and equality and strive to ensure that all people are treated with dignity and respect. We offer all employees and stakeholders' equality of access to aspire to and achieve the best that they can in a safe, welcoming and supportive environment, as well as supporting learners and apprentices to achieve the same.

4.2. Religious Observances

4.2.1. Our college is committed to creating an inclusive and supportive environment that respects and values the diversity of our students' backgrounds. We recognise the importance of catering to individual needs and cultural practices

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to ensure every student can fully participate in college life. Therefore, we commit to the following provisions:

- 4.2.1.1. The college will accommodate students' religious observances, including designated spaces for prayer and reflection, flexible scheduling during religious holidays, and respecting attire requirements tied to religious beliefs.
- 4.2.1.2. Students are encouraged to inform relevant faculty or support staff of any specific requirements to support their religious practices.

4.3. Dietary Requirements

- 4.3.1. Our campus dining services will offer a variety of meal options, including those that cater to vegetarian, vegan, halal, kosher, and other specific dietary needs. We aim to ensure that students can access meals that align with their beliefs and preferences. Students are encouraged to share their dietary requirements with our catering team to ensure appropriate options are available.

4.4. Language Support

- 4.4.1. Recognising that some students may have English as an additional language, we offer language support services to enhance their academic and social experience.
- 4.4.2. Translation services or materials in multiple languages may be provided for essential communications as needed, especially for students and families whose primary language is not English.
- 4.4.3. Cultural Sensitivity and Celebration - The College Group will celebrate cultural diversity through events, educational programs, and inclusive practices that honour various traditions and customs.
- 4.4.4. Staff will undergo training to enhance cultural sensitivity and awareness, supporting a respectful and welcoming environment for all students.


4.5. Procedure for Accommodation Requests

- 4.5.1. Students requiring specific accommodations for religious, dietary, language, or cultural needs should contact the college's EDI office or a designated staff member. The college will work on an individual basis to meet these needs, ensuring equitable access to all college resources and activities.

4.6. Equality

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- 4.6.1. This policy/procedure has been assessed for its impact on equal opportunities and will be informed by the aim to eliminate all forms of discrimination in all strands of equality legislation.

4.7. Antisemitism

- 4.7.1. The definition of antisemitism from the International Holocaust Remembrance Alliance's (IHRA) is: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

- 4.7.2. The College Group adapts a zero-tolerance policy towards antisemitic behaviours or actions. If it is to be found to have been breached, the disciplinary policy and procedure will be invoked.

4.8. Conclusion

- 4.8.1. Loughborough College Group's commitment to equality, diversity, and inclusion is integral to our mission of providing a high-quality education that prepares students for life in a diverse and interconnected world. Through the implementation of this strategy, we aim to create a college environment where all individuals can thrive and contribute to their fullest potential.

5. Location and Access

- 5.1. This document can be found here:

- The Loughborough College Group's Website
- The Loughborough College Group's SharePoint

6. Linked Policies and Procedures

- 6.1. You may wish to view the following policies:

- Mental Health and Trauma Informed strategy
- Harassment Policy
- Resolution Policy
- Employee Assistance Programme (EAP)

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7. Change Log

Date	Version	Details of Change	Reviewer	Reviewer Title

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