

Equality, Diversity and Inclusion Policy

1. Scope and Purpose

Loughborough College welcomes learners, apprentices, employees and stakeholders from diverse backgrounds, who possess different characteristics and individual differences. This is reflective of modern Britain and something we value and celebrate within our college community.

In the last 40 years, more than 20 pieces of equality legislation have been introduced. The Equality Act 2010 provides the legislative background to our work and the college has a centrally driven commitment to embedding the Equality Act 2010.

- 1.1 This policy applies to all employees, learners, apprentices and stakeholders of Loughborough College (the "College").
- 1.2 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.
- 1.3 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.
- 1.4 This policy ensures consistent and fair treatment of all staff, learners, apprentices and stakeholders.
- 1.5 All employees have a mandatory requirement to attend EDI training.
- 1.6 This policy does not apply to matters over which the College has no direct control. This may include law, regulation or statute.
- 1.7 This policy does not have any contractual effect.

2. Policy Statement

- 2.1 The College believes that all employees, learners, apprentices and stakeholders should be treated fairly, equally and with respect.
- 2.2 The College adopts a zero-tolerance policy to any forms of discriminations, bullying or harassment, including any forms of microaggression.
- 2.3 The Equality Act 2010 provides the legislative background to this policy and the College has a centrally driven commitment to embedding the Equality Act 2010.
- 2.4 The Equality Act 2010 has three main aims:
 - to simplify, streamline and harmonise the law
 - to strengthen the law
 - to support progress in promoting equality and achieving year on year improved outcomes
- 2.5 The Act introduced a new Public Sector Equality Duty, which requires organisations to give due regard to:
 - eliminate discrimination, harassment and victimisation
 - advance (rather than merely promote) equality of opportunity
 - foster good relations between different groups

- 2.6 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.
- 2.7 The act emphasises the need for the College, as providers of further and higher education, to avoid discrimination, harassment or victimisation in all areas. Loughborough College 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.
- 2.8 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.
- 2.9 The College embeds the FREDIE principles into all aspects of the organisation:
- Fairness
 - Respect
 - Equality
 - Diversity
 - Inclusion
 - Engagement
- 2.10 Positive action can be taken to advance equality of opportunity.
- 2.11 The College will set and publish equality objectives, together with the engagement activities undertaken to shape actions and to meet these objectives

3. Equality

- 3.1 This policy and 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 equal opportunities legislation.

4. Definitions

- 4.1 The Colleges’ equality objectives are outlined in the Equality Duty Framework (EDF) and relate to areas including, but not limited to:
- Marketing, staff recruitment and learner and apprentice admissions
 - Self-assessment and other quality improvement activities
 - Budget decisions, and allocation of resources
 - Employment practices
 - Enrichment, trips and visits
 - Information, advice and guidance
 - Additional learning support
 - Procurement, and contracted out services
 - Teaching, learning and assessment
 - Estates management
 - Partnerships including higher education providers, employers including those employing apprentices

- Learner services

4.2 Published information will include:

- information on the effect of policies and practices on employees, learners, apprentices and others who share a protected characteristic
- outcomes from equality analysis
- details of engagement activities related to equality, diversity and inclusion

4.3 At Loughborough College 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.

4.4 Equality, diversity and inclusion underpins all key college strategies to ensure equality of opportunity for all Loughborough College employees, learners, apprentices and stakeholders in all locations and all modes of delivery.

4.5 FREDIE has been adopted from the Investors in Diversity framework that the College embraced in 2020.

4.5 It is everybody's responsibility to uphold the Loughborough College Equality, Diversity and Inclusion Policy.

5. Principles

5.1 Loughborough College 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.

5.2 The actions and outcomes below will demonstrate adherence to our principles:

- 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 as a positive model of equality, diversity and inclusion promotion and provision
- Loughborough College 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

- The Investors in Diversity Steering Group reports on EDI measures, staff engagement, learner achievement and oversees the development of new policies and procedures with a view to their impact on stakeholders

6. Antisemitism

- 6.1 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."
- 6.2 The College 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.

7. Persons Responsible for the Policy

Vice Principal People and Planning

8. Linked Policies and Procedures

Grievance policy and procedure

9. Change log

Date	Version	Details of change	Review / Revision by	
			Name	Title
Jul 20	1.0	Policy and Procedure created	Des Gentleman Emma Kilby-Brooks	Equality & Diversity Manager Head of HR
March 21		Green highlighted suggested amends and considerations	Des Gentleman	Learner Services Manager
12/4/21	1.1	Changes made to amalgamate the 2 EDI P&Ps	Des Gentleman	LSM
July 2021	1.2	Refreshed formatting	Colin Butler	VP P&P
October 2023	1.2	Document reviewed and date amended	Ian Jones	Director of Governance & Legal Services