

## EQUALITY, DIVERSITY & INCLUSION POLICY

Equality, Diversity and Inclusion are central to the work of the South Thames Colleges Group. We will treat all people with dignity and respect and we will promote equality of opportunity, inclusive practice and diversity. Within each College, we treat each other fairly, with respect and dignity regardless of:

- Age
- Disability
- Gender
- Gender Reassignment
- Race
- Religion/Belief
- Pregnancy/ Maternity
- Marriage /Civil partnership
- Sexual Orientation

We strive to create an environment where everyone is supported in realising their goals and aspirations. Therefore, we promote equality and inclusion, celebrate diversity and will not tolerate discrimination, which is not only wrong but also hurtful and can be illegal.

### How is this achieved?

Our underlying commitment is to eliminate discrimination and promote equality and inclusivity across all protected characteristics which translates to Equality, Diversity and Inclusion being embedded in all policies, practices, decision making and evaluative processes.

- We actively promote access to learning programmes and services for all our learners and potential clients to enable them to improve their skills, to make progress and be successful in realising their ambitions.
- We create a visibly diverse and inclusive environment, which values and celebrates difference and raises the aspiration of existing and potential learners.
- We are striving towards developing a staff profile, management team and governing body which are commensurate with the above.
- We provide services which are effective in recognising and assessing the specific needs of individuals and in ensuring that the right kinds of support and interventions are provided to meet these needs.
- We will, wherever possible, procure services from organisations who demonstrate a commitment to Equality, Diversity and Inclusivity.
- We tackle discrimination, whether direct or indirect.
- We promote an ethos within The South Thames Colleges Group whereby all learners and members of staff respect the views, values, culture and beliefs of others.
- We undertake rigorous monitoring of learner achievement and take action aimed at addressing any equality gaps as per those listed by Ofsted.
- We maintain a systematic approach to assess the impact of new and existing policies, procedures and processes to ensure that where there is the potential for negative impacts that they are identified and addressed.

The South Thames Colleges Group will implement change to achieve this Policy through action plans defined within a Single Equality Scheme. The Single Equality Scheme will integrate all actions that The Group will take to address each of the protected characteristics.

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| Policy Title: Equality, Diversity & Inclusion Policy |       | Staff Member Responsible: VP Q&I |
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