

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.

We have adopted equality as a core value for the organisation and see it as a significant influence on all aspects of our organisational behaviour.

How will we achieve this?

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. Our approach spans the experiences of both staff and students and we have recently adopted an evidence-based plan to focus our actions on equal outcomes for identified groups.

We have a number of ongoing strategies for the delivery of our commitments to Equality, Diversity and Inclusion:

- We actively promote access to learning programmes and services for all our learners and potential learners, whatever their different identities and backgrounds, 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 reflect the above and know how to extend this work continuously.
Note: In line with current legal interpretation, 'sex' refers to biological sex. 'Gender reassignment' remains.

Policy Title: Equality, Diversity & Inclusion Policy		Staff Member Responsible: Director Quality, Development & Standards
Approval Date:	2/9/25	

- 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.
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- 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 students' outcomes and experiences and take action aimed at addressing any equality gaps.
- We monitor staff experiences and demographic profiles in order to understand where outcomes are not equal and we develop detailed plans to close those gaps.
- We use a detailed action plan, based on evidence, to focus our actions on areas where there are the greatest or most urgent inequalities and we monitor and report on our progress.
- We actively tackle discrimination, whether direct or indirect.
- We actively comply with all relevant equalities legislation.
- We will, wherever possible, procure services from organisations who demonstrate a commitment to Equality, Diversity and Inclusivity.
- 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.

Where single-sex services or facilities are provided, we will ensure they comply with current legal definition.

We remain committed to supporting individuals undergoing or who have undergone gender reassignment.

This policy will be reviewed in light of forthcoming EHRC guidance and any legislative changes to ensure compliance.

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