



Equality, Diversity and Inclusion (EDI) Policy

This policy sets out a framework for promoting Equality, Diversity and Inclusion . The policy is applicable to all employees within the Plumpton College Group. For the avoidance of doubt the policy is non-contractual.

Any reference to Plumpton College is relevant to the Plumpton College Group, meaning any employee employed by its subsidiaries, its holding company or any subsidiary of its holding company.

SMT Assigned Owner	Principal
Document Author	HR Director
Approved by	Corporation
Date of Approval	27 th February 2024
Date of minor amendments approved by SMT	19 th March 2026
Frequency of review	2 years
Date of next review	A minor review was undertaken in March 2026, with a full refresh planned for September 2026

The SMT is delegated to approve minor changes to the policy in response to legal changes and best practice.

1. Scope & purpose

Plumpton College is committed to a policy of equality, diversity and inclusion (EDI) which promotes and ensures just and fair treatment for all. The aim is to create and maintain a positive and inclusive environment which enables everyone to realise their full potential, regardless of age, gender, gender identity (including non-binary identities), gender reassignment, disability, race, colour, nationality, ethnic or national origin, sexual orientation, religion or belief, employment status, health, marital status, pregnancy or maternity, trade union membership or non-membership, domestic circumstances, social & employment status.

This policy should be read in conjunction with other policies and procedures referred to in the staff and student handbooks, recruitment and selection policy, grievance, bullying policy, staff and student disciplinary policies, codes of conduct and the College complaints procedure.

This policy does not form part of the employees' contract of employment, and as such revisions can be made without full staff consultation.

2. This purpose of this policy is to provide a framework that:

- ensures equality, fairness and respect for all in our employment, whether temporary, part-time or full-time and is applicable to all employees and learners in the College, governors, contractors, business partners, volunteers and visitors.
- prevents unlawfully discrimination on the basis of the protected characteristics defined in the Equality Act 2010:
 - Age
 - Disability
 - Gender
 - Gender identity (including non-binary identities)
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief.
- opposes and seeks to prevent all forms of unlawful discrimination in relation to. This includes:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities.

3. Employment Practices

The College is committed to treating all employees fairly, consistently, and with respect and dignity. In support of this commitment, the College will:

- Employ a workforce and appoint a governing board that reflects the diversity of the community and learners it serves.
- Treat any form of discrimination, harassment, or victimisation by an individual as a matter for investigation and, where necessary, disciplinary action.
- Ensure that all staff and governors appointed to the College are committed to the principles of equality of opportunity, including challenging discriminatory behaviour.
- Monitor selection criteria to ensure they are free from discriminatory bias.
- Ensure that professional development opportunities and the treatment of staff are based on equality of opportunity.
- Utilise positive action where appropriate to address under-representation.
- Fulfil its obligations under the Public Sector Equality Duty (section 149 of the Equality Act 2010), giving due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between those who share a protected characteristic and those who do not.

4. Provision of Teaching and Learning

The College will aim to make courses accessible and inclusive to as wide a range of learners as possible. The College is committed to:

- Offering an admissions system which will offer guidance taking into account the particular needs of students
- Providing an inclusive learning environment which challenges all forms of prejudice, discrimination and stereotypical attitudes and behaviours within the learning environment
- Where possible, providing a flexible programme of study within existing courses to meet specific and individual needs
- Ensuring that digital learning platforms, online resources and learning materials comply with recognised accessibility standards and will provide reasonable adjustments to support digital access for all learners.
- Designing and reviewing learning materials to ensure they are accessible to students with a wide range of learning needs, including those who require assistive technologies.
- Embedding EDI into all schemes of learning and preparing learners to work in a diverse society
- Monitoring student enrolment, attendance and achievement by age, gender, learning ability 'looked after child' status and bursary/hardship award.

5. Division of Responsibilities

Everyone within the College community shares responsibility for adhering to the Equality, Diversity and Inclusion (EDI) Policy.

The Corporation is responsible for ensuring that the College's strategic plan includes a clear commitment to EDI. It is also responsible for reviewing the EDI Policy, approving the annual EDI report, and receiving and responding to EDI monitoring information.

The Senior Management Team is responsible for ensuring that the College actively works to widen participation in education, meets the diverse learning needs of students, and leads in creating a positive and inclusive environment. They must also ensure that managers are fully aware of the College's statutory duties

in relation to equality and diversity legislation.

The College Management Team, in liaison with the HR Director, is responsible for ensuring that staff understand equal opportunities issues and know how to report any perceived discrimination. They must ensure that complaints of discrimination or harassment are handled promptly and effectively, and that equality and diversity considerations are embedded in schemes of work and lesson planning.

All staff are responsible for supporting the achievement of the College's EDI objectives, promoting equality and fairness, and actively challenging and reporting any prejudiced or discriminatory behaviour.

All staff and learners are expected to report incidents of discrimination or harassment promptly, using the College's established reporting procedures.

All learners are responsible for demonstrating behaviour that aligns with this policy and for showing tolerance and respect for the diverse backgrounds and perspectives of others within the College.

Service providers working on College premises, as well as work placement providers, are expected to operate within the law and adhere to the principles of this policy. This will be demonstrated through their acceptance of the College's EDI Policy, which will be provided by the Estates Manager

6. EDI Training

EDI training will be provided to staff and governors. Training will be tailored appropriately to roles such as EDI in the curriculum for teaching staff, customer service for administration staff and strategy development for governors. This training will be delivered on a regular basis and updated to reflect current legislation, best practice and the evolving needs of the College community. It will support staff and governors in understanding their responsibilities, promoting inclusive practices, and ensuring that equality, diversity and inclusion are embedded across all areas of the College's work.

7. Communication

To ensure that current and prospective staff, students and other service users are aware of the College's EDI Policy, it will be referenced as part of both staff and student induction processes. The policy will also be readily accessible to staff and students via SharePoint.

The College's EDI Policy sets out what staff and students can expect from the College and will be provided to all new staff and students at induction. All work experience providers and contractors will be required to confirm their commitment to the policy, demonstrating that they will adhere to its principles while working for or in partnership with the College.

8. Data Protection

The College will ensure that any data collected for the purposes of equality, diversity and inclusion monitoring is processed in accordance with UK GDPR requirements. Data will be collected on a lawful basis, stored securely, and used solely for legitimate monitoring, reporting and continuous improvement purposes. Wherever possible, data will be anonymised or aggregated to protect individual privacy

9. Preventing Discrimination and Promoting Respect

The College is committed to being an actively anti-racist organisation and will challenge discriminatory language, behaviours and systemic barriers wherever they are identified.

The College adopts a zero-tolerance approach to harassment, hate incidents and all forms of discriminatory behaviour, and will take prompt, proportionate and appropriate action where such behaviour occurs. The PCG Behaviour Intervention Policy clearly defines acceptable standards of behaviour and provides guidance for staff on how to respond to and manage inappropriate conduct.

Under the Equality Act 2010, four types of discrimination are recognised: direct discrimination, indirect discrimination, harassment and victimisation. These apply to all nine protected characteristics. The Act also recognises two additional types of discrimination—discrimination arising from disability and failure to make reasonable adjustments—which apply specifically to disability.

10. Complaints

The College will seek to provide a supportive environment for those who make claims of discrimination. Staff and students who feel they are being discriminated against should raise the matter under the Grievance Procedure. Acts of discrimination will be treated as a serious disciplinary offence.

If, in the course of their work, College staff, students or governors suffer discrimination from members of the public, the College will take appropriate action and provide appropriate support.

11. Policy Monitoring

The Corporation is responsible for overseeing the implementation of this policy and ensuring that its objectives are being actively pursued. To support effective monitoring, the Corporation will receive a comprehensive annual report detailing progress against the organisation's equality and diversity targets. The report will include relevant monitoring data, analysis of trends, and any challenges encountered in meeting the objectives. This information will enable the Corporation to evaluate the effectiveness of the policy, identify areas for improvement, and guide future initiatives to strengthen equality, diversity, and inclusion throughout the organisation.