



Equality, Diversity and Inclusion Policy

Member Responsible for Policy		Rebecca Bromley-Woods Director of People and Strategy	
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Approving Directors		J Booth, D, Pheasey, B Swallow	
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Introduction

Beltane College is committed to providing holistic education and wellbeing, of the highest quality and this policy is underpinned by the college culture and values.

Confidence– We are enthusiastic, we act authentically and with purpose

Fairness – Showing care through our interactions and tackling inequalities

Integrity – We are honest, trustworthy and dependable; we do what we say we will do

Teamwork – We achieve more together and remain mindful of everyone’s wellbeing.

Policy intent and scope

Beltane College is proud of the communities it serves and is determined to eliminate unfairness wherever it is found and will address discrimination directly. It relentlessly pursues the creation of a culture that does not tolerate discrimination in any form.

We will recruit mindfully and focus on an inclusive culture where all students, parents and carers, colleagues and partners, are treated with the respect that they deserve and where individuality and uniqueness is welcome. We recognise the value in fostering good relations between those with protected characteristics and those who do not.

We are committed to ensuring the college environment is emotionally and physically safe from all types of harm, that barriers are removed to empower all students and staff to achieve their potential. We will create an inclusive workspace where we recognise and celebrate our differences and contribute positively to social mobility.

This policy reflects our commitment to put into practice the three elements of the public sector Equality Duty

- To eliminate discrimination, harassment and victimisation
- To advance equality of opportunity
- To foster good relations

Responsibilities and Communication

Beltane College is committed to delivering its mission

to ensure every student is supported to develop and thrive, to achieve independence and economic success.

As a college, our values help us to define who we are and how we behave, across everything we do. We recognise that it is socially, morally and economically right to prepare our students for life and work in a world that is diverse by.

- Reviewing the information that we provide to ensure it is clear and can be understood by all potential students.
- Listening to the students and communities that we serve
- Ensuring EDI is reflected across our curriculum
- Encourage open, honest discussion about issues that support students' educational attainment and learning
- We will undertake to promote community cohesion and inclusion within the communities we serve

We commit to showing leadership in EDI by.

- keeping EDI at the heart of all our policies and procedures
- designing people practices, attracting and retaining individuals from diverse backgrounds
- ensuring staff are equipped to recognise, support and apply our values in an inclusive space where everyone is treated with respect and dignity
- Seek to make staff aware of the cultural assumptions, stereotypes and biases that may exist within curriculum materials and assessment methods
- Fostering good relations by celebrating and capitalising on our diversity by recognising and taking account of people's differences

Staff are responsible for ensuring equality and diversity in all quality assurance processes, including programme review, student surveys, self-assessment reports and the quality assurance of teaching, learning and assessment.

All staff must appropriately challenge and record discriminatory language and behaviour using the college central system, to track and implement remedial action promptly.

Our Procedure

The success of this policy depends on its cross-college implementation, and it is therefore everybody's responsibility to drive the college values and abide by the key principles set out in this policy.

Accountability for meeting the statutory duties and for the delivery of the policy rests with the college directors.

Beltane College will consider the needs of all individuals when shaping policy, implementing processes and delivering services. We ensure our decision making is transparent and that the impact of decisions is considered from different perspectives, ensuring we deliver policies and working procedures that are inclusive, efficient and effective.

Staff and students will be made aware of the complaint procedures via induction. Any complaint is taken seriously, and the college will seek to provide a supportive environment for staff, students or other parties who make a claim of discrimination or harassment through the appropriate procedure. Any complaint will be dealt with promptly and fairly and appropriate action will be taken to educate staff or students who discriminate, leading to disciplinary action where discrimination does not cease.

Internal reporting, Audit and Governance

Performance monitoring will include retention, attendance, achievement, progression and destination rates.

Complaints will be monitored to track and remedy any trends that indicate unfairness or bias to any identified group and influence support, CPD and training plans.

Definitions and Glossary

The Nine Protected Characteristics are:

- Age
- Disability
- Gender reassignment (Identity)
- Marriage and civil partnership
- Pregnancy and maternity leave
- Race
- Religion or belief
- Sex
- Sexual Orientation

Related Legislation

Human Rights Act 1998 21

The Equality Act 2010