

Policy	Equality, Diversity and Inclusion Policy (EDI) ORG09
Document owner	Principal and CEO
Date first implemented	September 1998
Date last reviewed	February 2026
Date of next review	February 2028
Date governor-approved	March 2026
Associated documents <i>Policies are located on SharePoint</i>	<p>This policy has direct implications for all other College policies. These are</p> <p>Documents with particular relevance to this policy include:</p> <ul style="list-style-type: none"> • Admissions policy • Bullying and harassment policy • Change of student details procedure • Colleague Code of Conduct • Complaints policy • Grievance policy and procedures • Hardship Fund policy • Induction procedures • Disadvantaged learner procedure • Data protection policy • Quality assurance and improvement policies • Disciplinary policy and procedures • MDT Policy and procedure • Prevent policy • Personal Tutor policy • Student Code of Conduct • Safeguarding Adults policy and procedure • Safeguarding Children policy and procedure • Teaching and learning policy – to be developed • EDI Action Plan • EDI Evidence Log <p>Other associated documents</p> <ul style="list-style-type: none"> • EDI Committee Terms of Reference • College Committee governor role description
Reference documents	<p>Equality Act 2010</p> <p>UK GDPR together with the Data Protection Act 2018</p> <p>Ofsted Equality Impact Assessment updated 9 Sept 2025</p>
Initial reviewing body	EDI Committee
Final approval body	Board of Governors
Published on website	Yes

Purpose	<p>This policy describes Derwen College's</p> <ul style="list-style-type: none"> • Vision and commitment to Equality, Diversity and Inclusion • Legal duties under the requirements of The Equality Act 2010
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	<ul style="list-style-type: none"> • General and specific equality duties • Practical steps for implementation of the policy • Related documents
Scope	<p>This policy has direct implications for all other College policies.</p> <p>Anyone who comes into contact with the College, external or internal customers, will benefit from this policy.</p> <p>All members of our College – governors, staff, students, clients and volunteers are subject to this policy.</p> <p>The policy is also binding on our external contractors, employers and other partners that the College collaborates with.</p> <p>The policy applies to all sites and premises operated by the College</p> <p>The Principal and CEO and the SLT take the lead in ensuring all strands of this policy are implemented.</p>
Definitions	<p><i>Equality:</i> Making sure that everyone is treated fairly and with dignity and respect. It means challenging discrimination and removing barriers, so that everyone has opportunities to achieve their desired outcomes</p> <p><i>Diversity:</i> Is about recognising the benefits of different values, abilities and perspectives and celebrating people’s differences. This means promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience.</p> <p><i>Inclusion:</i> Is providing a space where everyone has equal access to opportunities and resources and where everyone feels valued and accepted. Everyone should be able to contribute and have a voice. This may mean making reasonable adjustments to facilitate participation.</p> <p><i>Mainstreaming EDI:</i> A long-term, strategic approach to ensuring that equality, diversity and inclusion sit at the heart of an institution's culture and operational delivery</p> <p>Protected characteristics:</p> <ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Pregnancy and maternity • Race • Religion or belief • Sex • Sexual orientation <p>In addition to the above, we are committed to advancing equality of opportunity for those from various social backgrounds and with family responsibilities (disadvantaged students – See Appendix A). This includes people from socially disadvantaged families as well as from deprived or remote geographical areas.</p>

Our vision and commitment to equality, diversity and inclusion

Our vision for equality, diversity and inclusion goes far beyond compliance. We aim to ensure that we proactively promote inclusion for all and create an environment where our stakeholders can learn, develop, grow and ultimately flourish.

We want to ensure that people with diverse learning characteristics and diverse backgrounds consider Derwen College as an organisation of choice. We want everyone at Derwen College to reach their full potential in an environment which is respectful and that celebrates individual difference. We continually strive to ensure that EDI is mainstreamed across the whole organisation.

Derwen College is committed to:

- Promoting equality, good relations and challenging discrimination. This is reflected in all College policies, procedures, processes and practices
- Ensuring that it is a place where everyone, irrespective of their race, colour, ethnic or national origin, citizenship and/or protected characteristics, feels welcome and valued and able to achieve their full potential
- Protecting the rights of everyone during their time at the organisation
- Respecting and valuing differences between people whilst meeting the diverse needs of our students and clients
- Preparing our students and clients for life in modern Britain including through the use of Assistive Technologies
- Acknowledging the existence of discrimination, should it occur, and being proactive in tackling and eliminating it
- Proactively identify students who meet disadvantaged criteria (see procedure)

The College:

- Opposes all forms of prejudice, discrimination and hate crime
- Caters for the dietary and dress requirements of different religious groups and enables individuals to observe festivals and events relevant to their faith
- Actively promotes good personal and community relations by fostering a positive atmosphere of mutual respect and trust among individuals from all racial groups
- Has procedures for dealing with, recording and reporting incidents of harassment and bullying
- Ensures that incidents of discrimination will be dealt with promptly, firmly and consistently in accordance with College's procedures and that action will be taken to support victims.
- Works with partner agencies to tackle issues relating to harassment
- Monitors data on admissions and this will be used to inform future programme planning and decision-making
- Safeguards against harassment and bullying - everyone is entitled to be treated with courtesy and respect. The College will not accept behaviour towards people which is objectionable and offensive, or which might threaten their security, or create an intimidating or hostile environment, which may hinder their performance.
- Deals with any alleged incidents of harassment according to agreed procedures.
- Ensures its publicity reflects equality of opportunity and is free of bias and stereotypical images
- Gives a high profile to the EDI Policy by regular communication and publication to staff, students and other agencies involved.
- Assess students during the admission process to provide Assistive Technologies to empower inclusion
- Will provide targeted interventions and support to students who are identified as being disadvantaged

Board responsibilities

The Board instructs the College to:

- Ensure that relevant policies are in place, up to date and effectively implemented and monitored for impact
- Set and monitor challenging equality targets
- Promote equality of opportunity and celebrate diversity.
- Not discriminate on the grounds of any protected characteristic in any aspect of our work
- Listen to the views of our stakeholders and use them to make improvements which support inclusion and drive equality forward
- Ensure that our College community is protected from bullying, and discrimination wherever they may be learning or working

Senior Leadership Team responsibilities:

- Ensuring that the policy and its related procedures and strategies are implemented
- Co-ordinating equality work
- Dealing with reported incidents of discrimination and/or harassment
- Ensuring compliance with the Equality, Diversity and Inclusion Policy

Staff responsibilities:

- Ensuring that all students and clients are included in all activities and have full access to the curriculum
- Promoting equality and diversity through teaching and support
- Dealing with discrimination incidents and identify and challenge bias and stereotyping
- Keeping themselves up to date with equality legislation
- Promoting the use of Assistive Technologies to enable students to access the curriculum and campus

EDI Committee Responsibilities:

- The EDI Committee is an information and consultation body that provides an opportunity for dialogue and exchange of ideas between management, staff representatives and governors on equality, diversity and inclusion issues.
- See EDI Committee Terms of Reference for further details

Equality Duties

The College is a charity and is not a public body. However, as it receives funds from central and local government, it strives towards working in the spirit and principle of the public sector duties. These are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

We will also seek to:

- Publish equality objectives, at least every four years
- Publish information relating to our employees and others affected by our policies and practices
- Ensure that the organisations that provide services and goods to the College align with our values

Appendix A

Disadvantaged student groups	
Category	Definition
Students with complex or multiple SEND.	Profound and multiple learning disabilities (PMLD); those with significant challenges with communication, independence, and daily tasks, often requiring high levels of lifelong support.
Students with social, emotional, and mental health (SEMH) needs.	Significant emotional or behavioural difficulties. Anxiety, depression, or trauma-related disorders. Those with experience of bullying or school refusal. Those recovering from mental health crises.
Students with health-related barriers.	Those with chronic health conditions or disabilities requiring ongoing therapeutic or medical support. Those recovering from serious illness, injury or hospitalisation.
Students from socioeconomically disadvantaged backgrounds.	From low-income households. Experiencing homelessness or housing instability. In receipt of pupil premium, free school meals or equivalent support. From areas of high deprivation or low educational attainment.
Students with care experience.	A looked after child (LAC). A previously looked after child (PLAC). Care leavers. Those with foster care or residential care backgrounds. Those with reduced family or caregiver support.
Students with additional vulnerabilities.	A young carer. A child accessing the youth offending service. A child on a child protection, child in need or early help plan. A child who has a family member in prison. A child assisted by the Youth Offending Service (YOS) or at risk of offending. Refugees and asylum seekers. Those from a minoritised ethnic background or speak English as an Additional Language (EAL). Living with a parent / sibling with poor health, disability or mental health issues Interrupted or limited prior education / school refuser / Previously NEET
Intersectionality with SEND	While all learners at the college have SEND, disadvantaged learners may face multiple overlapping challenges—such as poverty, lack of advocacy, or social exclusion—that compound their educational disadvantage.