Equality, Diversity and Inclusion Policy

Policy no:	PC 5.3
Version no. & date:	Version 4.1 – 23 October 2026
Author:	Head of People and Culture
Last review date:	23 October 2026
Next review due:	October 2028
Responsible Committee:	College Management Team (CMT)
Approved by & date:	College Management Team (CMT) – 23 October 2026
External reference points:	Equality Act 2010 Public Sector Equality Duty; Human Rights Act 1998; and Data Protection Act 2018 and UK GDPR.
Linked policies:	DIG 2.1 Data Protection and Confidentiality Policy; HSE 4.1 Health and Safety Policy; PC 5.2 Recruitment and Selection Policy and Procedure; SLCC 6.3 Complaints Policy; SWS 7.1 Student Support and Wellbeing Policy; SWS 7.3 Sexual Harassment and Misconduct Policy; SWS 7.7 Safeguarding and Prevent Policy; GA 3.7 Freedom of Speech and External Speakers Policy.
Audience:	Employees

1. Introduction

UK College of Business and Computing (UKCBC or the College) is committed to fostering an inclusive working and learning environment where equality, diversity and inclusion (EDI) are actively promoted. We aim to ensure that all individuals are treated with dignity, respect and fairness, and that unlawful discrimination, bullying, harassment (including sexual harassment) or victimisation is not tolerated.

We value and celebrate diversity among our employees, students, applicants, customers, partners and wider stakeholders. We recognise that a diverse community enriches individual experiences, strengthens collaboration and enhances institutional success.

This policy establishes the College's commitment to embedding EDI across all areas of activity, including decision making, curriculum design, teaching and learning, employment practices and service delivery. While not contractual, it reflects our core values, expectations and legal responsibilities.

2. Purpose

This policy aims to:

- Provide equality, fairness and respect for all individuals.
- Ensure compliance with the Equality Act 2010, Public Sector Equality Duty and related legislation.
- Eliminate unlawful discrimination, harassment and victimisation.
- Promote a positive, inclusive culture where everyone can thrive.
- Embed EDI principles across all College activities.

3. Scope

This policy applies to:

- All employees (permanent, temporary, part time, full time, visiting lecturers and contractors)
- All students (prospective, current and alumni)
- Governors, Board members and committees
- Visitors, partners, suppliers and stakeholders

It covers all College activities including admissions, teaching, assessment, recruitment, employment, training, student support, procurement and decision making.

4. Key Definitions

4.1 Protected Characteristics

Under the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

4.2 Equality

Ensuring individuals are not disadvantaged or treated less favourably.

4.3 Diversity
Recognising and valuing differences in backgrounds, experiences and perspectives.

4.4 Inclusion
Creating an environment where everyone feels welcomed, valued and able to participate fully.

4.5 Discrimination, Harassment and Victimisation
The College prohibits all forms, including direct and indirect discrimination, unwanted conduct and unfair treatment arising from complaints.

5. Legal Compliance
This policy aligns with:

- Equality Act 2010
- Public Sector Equality Duty
- Human Rights Act 1998
- Data Protection Act 2018 and UK GDPR
- Relevant education and regulatory frameworks

6. Vision, Aims and Approach
6.1 Vision
The College strives to create a supportive, inclusive and stimulating environment that celebrates diversity, promotes fairness and enables all individuals to achieve their full potential.

6.2 Aims
The College aims to:

- Eliminate discrimination and unlawful behaviour.
- Promote equality of opportunity.
- Foster positive relationships across diverse groups.
- Embed EDI across all policies and practices.
- Reduce achievement gaps and widen participation.
- Build a strong reputation as an inclusive institution.
- Continuously monitor and improve EDI performance.

6.3 Approach
We will:

- Promote access to learning and services for all.
- Provide appropriate support and reasonable adjustments.
- Embed EDI into decision making and operations.
- Actively challenge discrimination and bias.
- Monitor outcomes and address inequalities.
- Work with partners who share our EDI values.

7. Commitments
The College is committed to:

- Creating an environment free from bullying, harassment, victimisation and discrimination.

- Promoting dignity, respect and fairness for all.
- Supporting employees and students to reach their full potential.
- Making decisions based on merit and objective criteria.
- Providing EDI training and development opportunities.
- Monitoring equality data to inform improvements.
- Ensuring accessibility and implementing reasonable adjustments.
- Reviewing policies regularly to ensure compliance and effectiveness.

All concerns will be taken seriously and addressed through appropriate procedures, with the aim of achieving fair and respectful outcomes.

8. Roles and Responsibilities

8.1 Board of Governors

- Provide strategic oversight and accountability.
- Ensure compliance and review effectiveness of this policy.

8.2 Executive Leadership Team and College Management Team

- Lead and promote EDI across the organisation.
- Allocate resources and ensure implementation.
- Monitor progress and report annually.

8.3 People and Culture

- Lead policy development and implementation.
- Provide advice, training and data analysis.
- Monitor compliance and support continuous improvement.

8.4 Managers

- Promote inclusive practices within teams.
- Ensure fair recruitment and development.
- Address concerns promptly and appropriately.

8.5 Employees

- Treat others with dignity and respect.
- Follow this policy and report concerns.
- Support inclusive practices in daily work.

8.6 Students

- Respect diversity and promote inclusivity.
- Follow College expectations.
- Challenge and report inappropriate behaviour.

8.7 Equality, Diversity and Inclusion Committee

- Monitor progress and advise on EDI strategy.
- Review data, initiatives and policy effectiveness.

9. Implementation, Monitoring and Continuous Improvement

The Executive Leadership Team and People and Culture team are responsible for implementing and continuously improving equality, diversity and inclusion across the College by:

- Raising awareness of EDI across all campuses.
- Providing mandatory training to ensure understanding and compliance.
- Monitoring admissions, retention, achievement and workforce data.
- Collecting and analyse equality data to understand trends and outcomes.
- Identifying and address any disparities or gaps.
- Conducting equality impact assessments to support fair decision making.
- Using data and findings to inform strategy, planning and decision making.
- Setting and regularly review EDI objectives and action plans.
- Publishing relevant equality information to support transparency.
- Reporting progress annually to the Board of Governors.

10. Reporting and Support

Concerns relating to discrimination, harassment or victimisation should be reported through appropriate channels, including:

- Line managers or People and Culture (for employees)
- Tutors, student support or safeguarding leads (for students)

The College will:

- Handle all concerns sensitively and fairly
- Provide appropriate support to affected individuals
- Investigate issues promptly and impartially
- Protect individuals from victimisation

11. Training and Awareness

The College will:

- Provide mandatory EDI training for all employees every two years.
- Offer specialised training for managers
- Promote awareness among students
- Regularly review and improve training provision

12. Disciplinary and Grievance Procedures

All members of the College community are encouraged to follow this policy and contribute to a respectful and inclusive environment.

If concerns arise, they will be addressed through the College's grievance and/or disciplinary procedures in a fair, supportive and transparent manner. Information about these processes is available through the College systems, and guidance can be sought from line managers or the People and Culture team.

13. Review

This policy will be reviewed regularly (at least every two years) to ensure it remains effective, relevant and aligned with legislation and best practice.

Version History

Version	Date	Author	Summary of changes	Approved by
4.0	June 2026	Head of People and Culture	Previously approved version.	College Management Team (CMT) – 10 June 2026
4.1	23 October 2026	Head of People and Culture	Updated following organisational restructure: role titles, internal consistency corrections, cross references, front sheet and footer updated for approval.	College Management Team (CMT)