



# Equality and Diversity Policy

## UK Skills College Ltd

### 1. Policy Statement

UK Skills College Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our work. We celebrate the rich diversity of our students, staff, and stakeholders, and aim to create an environment in which everyone feels valued, respected, and supported to reach their full potential.

We oppose all forms of unlawful discrimination and take positive steps to promote equal opportunities across our college community.

### 2. Purpose

The purpose of this policy is to:

- Ensure compliance with the Equality Act 2010 and related legislation.
- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between diverse groups of people.
- Embed equality and diversity into all aspects of college life including teaching, learning, recruitment, and governance.

### 3. Scope

This policy applies to:

- All students, staff, apprentices, contractors, and visitors of UK Skills College Ltd.
- All college activities, including teaching, assessment, admissions, employment, and partnerships.

### 4. Legal Framework

This policy aligns with the following legislation:

- Equality Act 2010
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974

- Special Educational Needs and Disability (SEND) Code of Practice 2015
- Public Sector Equality Duty (PSED) under the Equality Act 2010

## **5. Protected Characteristics**

The Equality Act 2010 protects individuals from discrimination based on:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origins)
7. Religion or belief
8. Sex
9. Sexual orientation

## **6. Our Commitments**

### a) Students

We will:

- Ensure fair access to all courses and services.
- Provide a learning environment free from discrimination, harassment, or bullying.
- Promote inclusive teaching and learning practices.
- Make reasonable adjustments for learners with disabilities or additional needs.

### b) Staff

We will:

- Ensure fair recruitment and selection practices.
- Promote equal opportunities for training, development, and promotion.
- Support a culture that values diversity and respect.
- Take prompt action against any form of discrimination or harassment.

### c) Curriculum and Learning

We will:

- Embed equality and diversity within curriculum design and delivery.
- Ensure materials and activities reflect and value diverse perspectives.
- Encourage learners to explore issues of equality, respect, and inclusion.

## **7. Responsibilities**

- Governing Body / Directors – ensure compliance with the Equality Act and monitor performance.
- Senior Leadership Team – implement and review this policy and promote an inclusive culture.
- All Staff – uphold the principles of equality and diversity in their daily work.

- Students – treat each other and staff with respect and report any concerns.

### **8. Implementation and Monitoring**

- Equality and diversity objectives will be reviewed annually.
- Data on student achievement, recruitment, and staff diversity will be monitored.
- Feedback will be gathered from students and staff to identify areas for improvement.
- Action plans will be updated regularly to ensure continuous progress.

### **9. Breaches of Policy**

Any breach of this policy will be investigated in line with the college's Disciplinary or Complaints Procedures. Discrimination, harassment, or victimisation will not be tolerated.

### **10. Review**

This policy will be reviewed annually or sooner if legislation or operational needs change.

**Approved by: Board of Directors, UK Skills College Ltd**

Policy Owner: Head of Quality & Compliance

Last Reviewed: 01 November 2025

Next Review Due: 31<sup>st</sup> October 2026