



Equality, Diversity and Inclusion Policy

POLICY DETAILS	
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Approving Authority:	Results Consortium Executive Team
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Author:	Quality Assurance Manager
Owner (if different from above):	Principal
Version History:	1. Added policy details at the beginning 2. Added a Scope section 3. Added a Purpose section 4. Added a Definitions section 5. Added a Roles and Responsibilities section 6. Merged sections 2.5 and 2.6 (old) for clarity 7. Merged sections 2.10 and 2.11 (old) for clarity 8. Made linguistic revisions for improved readability 9. Updated numbering throughout 10. Inserted page numbers
Related Policies / Procedures	Student Complaints Policy Student Appeals Policy Bullying and Harassment Policy Student Code of Conduct Assessment Policy Staff Grievance Policy Reasonable Adjustment and Fair Access to Assessment Policy Academic Board
Effective Date:	13 October 2025

1. Purpose

This policy sets out the College's commitment to equality, diversity and inclusion in line with the Equality Act 2010. It provides the framework for fair treatment, the prevention of unlawful discrimination and the promotion of dignity and respect for students, staff, applicants and stakeholders.

2. Scope

This policy applies to all staff, students, applicants, governors, contractors, associates and visitors of the College. It covers employment, recruitment, teaching, learning, assessment, student services and external engagement. The principles extend to all College sites, online provision and any activities undertaken in the College's name.

3. Definitions

3.1 Equality: Fair treatment without disadvantage based on protected characteristics.

3.2 Diversity: Recognition and value of individual differences within the College community.

3.3 Inclusion: An environment where all individuals can participate fully and with respect.

3.4 Protected characteristics: As set out in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

3.5 Discrimination: Unlawful or unfair treatment linked to a protected characteristic.

3.6 Harassment: Unwanted conduct related to a protected characteristic that violates dignity or creates a hostile environment.

3.7 Victimisation: Unfavourable treatment of a person because they raised or supported a complaint.

4. Roles and Responsibilities

Role	Responsibilities
Human Resources	Embed equality in recruitment and staff management; advise staff and applicants; investigate complaints.
Programme Leads and Line Managers	Apply the policy in their teams; address and escalate concerns; support staff and students.
Student Welfare and Support Team	Support students and assist with complaints.
All Staff	Follow the policy, complete training, and report discrimination or harassment.
Students	Treat others with respect and report concerns.

5. General statement

5.1 Results Consortium Ltd. (The College) is committed to encouraging equality, diversity and inclusion and to eliminating unlawful discrimination. The College treats all individuals with dignity and respect and expects the same standard from all who work with or for it.

5.2 The College will ensure equality of opportunity irrespective of protected characteristics as defined by the Equality Act 2010. This commitment is enacted through fair and consistently applied policies and procedures covering:

- Access, recruitment and admissions
- Assessments, retention and progression
- Student services
- Teaching, learning and quality assurance
- Community links and partnerships

5.3 Students, prospective students, staff and other stakeholders will be treated with equity, irrespective of:

- Race
- Colour
- Nationality

- Ethnic origin
- Sex
- Gender reassignment
- Sexual orientation
- Marital (including civil partnerships) or parental status
- Pregnancy and maternity
- Age
- Disability
- Religion and belief (or non-belief)
- Socio-economic status or social class

5.4 This policy is intended to oppose and prevent all forms of unlawful discrimination.

This includes in:

- 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

6. Our Commitment

The College commits to:

- 6.1 Encouraging equality, diversity and inclusion in the workplace as good practice and as a means of strengthening organisational effectiveness.
- 6.2 Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and recognising the value of individual differences and contributions.
- 6.3 Training managers and staff on their rights and responsibilities under this policy. All staff must conduct themselves in ways that support equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.
- 6.4 Holding staff accountable for acts of bullying, harassment, victimisation or unlawful discrimination in the course of their employment whether towards employees, customers, suppliers or the public.

- 6.5 Taking all complaints of bullying, harassment, victimisation or unlawful discrimination seriously, investigating them promptly and addressing substantiated cases through the College's grievance and disciplinary procedures. Serious misconduct may lead to dismissal without notice.
- 6.6 Providing equal access to training, development and progression opportunities, and supporting staff to achieve their potential so their talents and resources can be fully utilised
- 6.7 Making decisions concerning staff based on merit, except where lawful exemptions or exceptions under the Equality Act apply.
- 6.8 Reviewing and updating employment practices and procedures when necessary to ensure fairness and compliance with changes in legislation.
- 6.9 Monitoring the workforce profile (including age, sex, ethnic background, sexual orientation, religion or belief, and disability) to assess how effectively the policy and related action plans are working in practice. The College will review this information annually and take action to address any issues.

7. Complaints

- 7.1 Students who believe that they have experienced discrimination can raise the matter through the Student Complaints Policy. All complaints will be investigated and treated in confidence. The College will ensure that students will not be victimised or treated unfavourably for complaining about discrimination. Advice and support are available from the Student Welfare and Support Team.
- 7.2 Staff who consider that they have been treated in a way that breaches this policy must raise the matter with their line manager or the Principal in the first instance. If the issue cannot be resolved informally, the College's Grievance Policy must be followed. All complaints will be investigated and treated in confidence. Advice and support are available from Human Resources.
- 7.3 Job applicants who wish to complain about an equality issue in recruitment or selection must submit their complaint in writing to Human Resources, who will arrange for the matter to be investigated.