

## **Equality, Diversity & Inclusion Statement**

Equality, Diversity & Inclusion are central to the work of the South Thames Colleges Group. We have a number of ongoing strategies for the delivery of our commitments to Equality, Diversity and Inclusion:

- We actively promote access to learning programmes and services for all our learners and potential learners, whatever their different identities and backgrounds, to enable them to improve their skills, to make progress and be successful in realising their ambitions.
- We create a visibly diverse and inclusive environment, which values and celebrates difference and raises the aspiration of existing and potential learners.
- We are striving towards developing a staff profile, management team and governing body which reflect the above and know how to extend this work continuously.
- We provide services which are effective in recognising and assessing the specific needs of individuals and in ensuring that the right kinds of support and interventions are provided to meet these needs.
- We promote an ethos within The South Thames Colleges Group whereby all learners and members of staff respect the views, values, culture and beliefs of others.
- We undertake rigorous monitoring of students' outcomes and experiences and take action aimed at addressing any quality gaps.
- We monitor staff experiences and demographic profiles in order to understand where outcomes are not equal and we develop detailed plans to close those gaps.
- We use a detailed action plan, based on evidence, to focus our actions on areas where there are the greatest or most inequalities and we monitor and report on our progress.
- We actively tackle discrimination, whether direct or indirect.
- We actively comply with all relevant equalities legislation.
- We will, wherever possible, procure services from organisations who demonstrate a commitment to Equality, Diversity and Inclusivity.
- We maintain a systematic approach to assess the impact of new and existing policies, procedures and processes to ensure that where there is the potential for negative impacts that they are identified and addressed.



