



Equality Diversity and Inclusion Policy

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1. Purpose & Intent

1.1 Greenbank College is committed to promoting equality, diversity and inclusion across all aspects of its provision.

1.2 This policy ensures compliance with the Equality Act 2010 and the Public Sector Equality Duty (Section 149).

1.3 As a college with a high number of high-needs learners, we are committed to removing barriers to learning, participation, and employment.

2. Legal & Regulatory Framework

2.1 Equality Act 2010

2.2 Public Sector Equality Duty (PSED)

2.3 SEND Code of Practice 2015

2.4 Human Rights Act 1998

2.5 Keeping Children Safe in Education

2.6 UK GDPR & Data Protection Act 2018

3. Scope

This policy applies to all learners, staff, governors, contractors and visitors. It covers recruitment, admissions, curriculum delivery, assessment, employment practices, pay, progression and service delivery.

4. Governance & Accountability

4.1 The Board of Trustees holds overall accountability for equality compliance.

4.2 The Head of College provides strategic leadership and reports annually to the Board.

4.3 Managers ensure inclusive practice and reasonable adjustments.

4.4 All staff are responsible for upholding dignity and respect.

5. Monitoring, Evidence & KPIs

6.1 Equality data analysis (achievement, retention, progression).

6.2 Annual workforce diversity report.

6.3 Review of complaints and incident trends.

Performance is reported annually to the Board of Trustees and published where required.

6. Reasonable Adjustments & Inclusive Practice

7.1 The College makes reasonable adjustments to remove barriers for disabled learners and

staff.

7.2 Curriculum delivery reflects inclusive teaching practices and diverse perspectives.

7.3 Safeguarding and equality considerations are integrated.

8. Complaints & Breaches

Incidents of discrimination, harassment or victimisation will be investigated under the appropriate procedures. Serious breaches may result in disciplinary action.

7. Review

This policy will be reviewed annually or sooner if legislative or regulatory changes require amendment.

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Agreed by Greenbank Board of Trustees



Dr Alan Irving, Chairman

Appendix 1

Inclusion, Equality and Diversity Statement

Greenbank College

At Greenbank College, inclusion is central to our mission, values and day-to-day practice. We are committed to supporting people to achieve their potential through inclusive education, sport and leisure opportunities, and we recognise that an inclusive college community enables all learners and staff to thrive.

We are committed to creating a culture in which all learners, staff, parents, carers and stakeholders are treated with dignity, fairness and respect, and where individuality is valued. We actively promote equality of opportunity and foster positive relationships across our diverse community.

Greenbank College's vision is to transform lives by challenging perceptions and inspiring self-belief. We do not tolerate discrimination, harassment, bullying or victimisation in any form. Inappropriate language or behaviour is challenged promptly and proportionately, in line with our policies and values.

Removing Barriers and Supporting Learners

We are committed to identifying and removing unnecessary barriers to learning and participation. This is achieved through appropriate education, training, reasonable adjustments and ongoing professional development for staff.

We ensure that all learners can access a broad, balanced and ambitious curriculum that meets their individual needs and supports progression into further learning, employment or independent living. Teaching, learning and assessment are inclusive and responsive, and informed by high-quality data and evidence.

Learners with special educational needs and/or disabilities (SEND) receive effective, timely and personalised support in line with the SEND Code of Practice. High-needs funding and other resources are used appropriately and transparently to maximise positive outcomes for learners.

Equality, Diversity and Inclusion

Greenbank College is committed to the principles of equality, diversity and inclusion as set out in the Equality Act 2010. We do not discriminate on the basis of protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

All members of the college community share responsibility for promoting an inclusive environment in which people feel safe, respected and confident to express their views and needs, knowing that their contributions will be valued.

Our learning, training and working practices reflect both the mission and objectives of Greenbank College and the spirit and intent of legislation that promotes equality, advances diversity and fosters inclusion.

Safeguarding and Wellbeing

Greenbank College is committed to safeguarding and promoting the welfare of children, young people and adults at risk. Safeguarding is everyone's responsibility, and all staff receive appropriate training to recognise and respond to concerns.

We provide a safe, supportive environment that promotes wellbeing, positive behaviour and mutual respect. Learners are supported to develop confidence, resilience and independence.

British Values and Prevent Duty

In line with Ofsted expectations, Greenbank College actively promotes British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. These values are embedded within the curriculum and wider college life.

We also meet our responsibilities under the Prevent duty by working to protect learners from the risks of radicalisation and extremism, while promoting open discussion, critical thinking and respect for

others.

Monitoring and Continuous Improvement

We regularly monitor and evaluate the effectiveness of our inclusion, equality and diversity practices. Feedback from learners, staff and stakeholders informs continuous improvement and ensures that our policies are implemented effectively in practice.

Any concerns or complaints relating to inclusion, equality or discrimination are taken seriously and addressed in line with college procedures.

Through these commitments, Greenbank College aims to create an inclusive, supportive and aspirational environment in which everyone is enabled to succeed.