



Equality Diversity & Inclusion Policy

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Equality Impact Assessment	Yes

Revision history

Version	Type (eg replacement, revision etc)	Date	History (reason for changes)
1	replacement	October 2019	New policy including inclusion as part of this aspect of work
2	Annual review	September 2021	No changes
3	Annual review	January 2023	Update to include intent and launch of S01
4	Annual review	January 2024	No revisions
5	Annual review	January 2025	No revisions

Monitoring and review

This policy will be reviewed by the Corporation annually.

Equality Diversity and Inclusion Policy (Amendment)

Policy Intent - To be a truly inclusive college

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Our vision at Bradford College is creating a better future for all through education and training. Our mission is working together to transform Lives. Bradford college sits in the heart of the extremely diverse district of Bradford. Meeting the needs of our learners and staff can be a complex formula, and being truly inclusive involves making conscious steps to ensure that every learner, member of staff and stakeholder feels valued and very much a part of our Bradford College community. Our aspiration to become truly inclusive cannot be achieved without our acknowledgement of the societal, institutional and individual inequalities and discrimination which present us with barriers to this commitment. To achieve our goals, we must continuously foster and nurture an ambitious, progressive and supportive culture which seeks to actively challenge discrimination, and that takes proactive actions towards the eradication of inequalities.

Bradford College seeks to ensure that this commitment is reflected in everything that we do and that all Corporation members, staff, students, partners, visitors, contractors and subcontractors working on behalf of the College must be supported in sharing this commitment.

Our Values

The **Bradford College Values** underpin our commitment to **Transforming Lives**. They support us as a reference point in achieving our goals, and are the cultural and organisational keys that will unlock our potential and that of our learners:

- **Inclusive**
Inclusivity is at the heart of our values. Our aim is to provide engaging and inspiring learning and training opportunities and experiences which are both accessible and relevant to all of our learners and their wider communities, that enable them to transcend any perceived or removable limitations and fulfil their potential.
- **Respectful**
We will actively seek to promote a culture that acknowledges and respects the rich diversity of our communities at local, national and global levels, and that values and reflects the collective wisdom and knowledge that this diverse cultural community offers us. We are committed to supportively but rigorously and consistently challenging disrespectful behaviours.
- **Inspirational**
We seek to stimulate our learners to become active participants in their exploration and understanding of wider cultures, belief systems and philosophies which support them to build their cultural capital and broaden their horizons.
- **Aspirational**
We will strive to enable individuals to develop and realise realistic and achievable stretching aspirations which challenge personal, societal and cultural expectations and facilitate socio-economic mobility.
- **Trust**
The realisation of our **Mission and Values** is reliant on the development of trust between all partners and stakeholders in pursuit of our goal of **Transforming Lives**. Trust is the assurance that all stakeholders have an investment and commitment in and to the **College Mission and Values**, and that College Governance and Management will offer transparency and accountability in all its duties.

Scope and ambition

Bradford College will continue to ensure there is parity and equity in our systems and processes.