



Equality, Diversity, and Inclusion Policy

Introduction

Truro and Penwith College is committed to promoting equality, diversity, and inclusion (EDI) across all areas of the College. We strive to ensure a fair, respectful, and supportive environment for all students, staff, and college users. This policy applies to all students, staff and college users ensuring a safe, inclusive environment and culture across the College.

The College culture seeks to be inclusive and appropriate in providing support to remove barriers to the educational achievement, personal progression, and participation of students. The College aims to provide a learning and working environment which values individuals' equality and does not disadvantage individuals by discriminating on any grounds including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex (gender)
- Sexual orientation.

Key Definitions

The College may choose to interchange the terms Equality and Equity within its documents as listed below.

- **Equality** – the quality of being fair and impartial.
- **Equity** – the quality of being fair and just.
- **Diversity** – the practice or quality of including or involving people from a range of different social and ethnic backgrounds, of different genders, sexual orientations etc.
- **Inclusion** – the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised.



Legal Framework

Truro and Penwith College have a commitment to meet the general and specific duties contained in the Equality Act 2010, the main aims are to provide protection of the Protected Characteristics from the following prohibited conduct:

- Direct discrimination
- Indirect discrimination
- Victimisation
- Harassment

Under the Equality Act 2010 Section 149 Truro and Penwith College have a general duty, when exercising our functions, to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.

The legislation makes it clear that complying with the duty might mean treating some people more favourably than others, where doing so is permitted by the Equality Act 2010, for example taking positive action to remove any existing barriers.

Section 153 of the Equality Act 2010 enables a Minister to make regulations imposing specific duties on public bodies. The specific duties are legal requirements designed to help the public bodies meet the general duty (see above).

Principles

Fairness and Respect – all students, staff and college users are treated with dignity and respect.

Access and Opportunity – Truro and Penwith College will ensure that every individual has the opportunity to succeed and reach their full potential.

Celebration of Diversity – Truro and Penwith College recognises and values the different perspectives and experiences that each individual brings to the College.

Zero Tolerance for Discrimination – Any form of discrimination, harassment or bullying will not be tolerated.



Aims

Truro and Penwith College is committed to ensuring that students and staff of diverse backgrounds feel fully supported whilst learning or working at all its sites. The College is aware that discrimination is an issue that the College needs to tackle and will set organisational objectives specific to our context at Truro and Penwith. It obtained buy-in and support from college leadership, including senior management and governing body, as well as external agencies to prioritise diversity and inclusion as core values of the College.

Commitment

Truro and Penwith College is committed to being a leader of equality, diversity, and inclusion. The Senior Leadership Team has agreed to:

1. Evaluate the current diversity landscape within the College, including demographics of students, and staff, as well as existing policies and practices.
2. Identify areas for improvement and set goals for diversity and inclusion initiatives.
3. Provide diversity and inclusion training for all staff to increase awareness, knowledge, and understanding of issues related to diversity, equity, and inclusion.
4. Incorporate diverse perspectives, experiences, and voices into the curriculum.
5. Engage with the local communities and stakeholder groups to foster partnerships, and address community needs.
6. Educate students through a comprehensive programme.
7. Regularly assess progress, collect feedback, and make adjustments as needed to ensure continuous improvement.
8. Celebrate and showcase diversity and inclusion achievements within the College.
9. Recognise individuals and groups who contribute to creating a more inclusive and welcoming environment.

EDI Committee

The college has a staff EDI Committee which meets regularly throughout the academic year to support embedding of practice across the curriculum and to promote positive change. Representatives of the student council are entitled to attend this committee or independently raise queries with the chair of the committee to be considered.

EDI Queries or Complaints

Stakeholders including parents, students, employers, employees of the college who have queries around EDI related themes may raise these through contacting the Director of Student Experience or via Human Resources for staff. Alternatively, matters can be raised via the College's formal complaints process.



Other documents to be considered

Equality, Diversity and Inclusion Action Plan 2023 – 2023

Equality, Diversity and Inclusion Annual Report

Anti-Racism Policy

Change of Name Policy and Procedure

Gender Identity Policy

Safeguarding Children and Adults at Risk Policy

Complaints Procedure