



Cheshire College South & West

Equality, Diversity and Inclusion Pledge

Cheshire College South & West is committed to promoting equality and fostering an inclusive culture throughout the institution. To achieve this goal, the College has adopted a collaborative approach, engaging staff from both academic and business support roles, as well as learners from vocational and academic courses, in the formation of an Equality, Diversity, and Inclusion (EDI) working group. The primary objective of this working group is to cultivate a sense of belonging among all staff and learners at the College.

The College Senior Leaders will lead by example. As members of the EDI steering group, they are responsible for implementing EDI initiatives throughout the organisation. The EDI steering group will establish short and medium-term success measures through an EDI action plan. They convene each term to review progress and assess the impact of the actions taken. Progress towards the College's equality objectives is reported to the governors. College Leaders are responsible for creating and publishing an annual EDI report. This report will detail the progress made and the impact of EDI initiatives throughout the organisation.

The College establishes its EDI objectives every three years, with an annual review to ensure they remain relevant and continue to meet the needs of the community, staff, and learners. The College is committed to building an environment of equality, diversity and inclusion by:

- **Leadership and Management:** To ensure that equality and diversity (including the equality duty) underpins the way the College is led and managed and is fully embedded in policy, performance and quality assurance processes.
- **Learner Performance:** To ensure all equality groups achieve in line with their peers and take action to address any performance gaps.
- **Quality First Teaching:** To ensure the curriculum offer is appropriately differentiated to meet learner needs and that it embraces quality first teaching.
- **Teaching, Learning & Tutorials:** To ensure equality, diversity and inclusion are embedded in teaching, learning, training, tutorials and assessment practices and within the curriculum.
- **Learners Understanding of College and British Values:** To develop learners understanding of Social, Moral, Spiritual and Cultural (SMSC) aspects of learning and to embrace British and College values.
- **Safe & Inclusive Environment:** To develop an inclusive and safe environment based on the equality, where the needs of learners and staff are appropriately identified and supported in order for them to thrive and reach their full potential.
- **Promotion & Celebration:** To welcome, promote and celebrate equality, diversity and cohesion in the College and the wider community.