Newbattle Abbey College
Colaiste Abaid a'Bhatail Nuaidh

EQUALITY, INCLUSION AND DIVERSITY POLICY

1. Purpose and Scope

This Equality, Diversity, and Inclusion (EDI) Policy outlines Newbattle Abbey College's commitment to promoting and embedding equality, diversity, and inclusion across all aspects of College life. It aims to:

- Foster a culture of respect, dignity, and inclusivity for all members of our College community.
- Ensure compliance with the Equality Act 2010 and related legislation.
- Celebrate diversity and challenge all forms of discrimination.

This policy applies to all students, staff, visitors, and contractors engaging with the College.

2. Policy Statement

Newbattle Abbey College is dedicated to creating a welcoming, safe, and inclusive environment. We recognise the richness that diversity brings and the importance of removing barriers to education, employment, and personal development. We will:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity for all.
- Foster good relations among individuals, celebrating diversity and promoting understanding.

Our values—caring, inclusive, empowering, collaborative, and forward-thinking—are underpinned by respect, which guides how we work and engage with each other.

3. Legal Framework

This policy reflects the College's legal obligations under the Equality Act 2010, including the Public Sector Equality Duty (PSED). The Act protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The College also recognises the unique challenges faced by care-experienced individuals, veterans, carers, and those experiencing socioeconomic disadvantage.

4. Responsibilities

- The Board of Directors is accountable as a responsible employer for leading and exemplifying the College's approach to equality and diversity.

- Principal and Senior Management Team (SMT): Lead by example, implement the policy, and monitor progress.
- Depute Principal:
  - Ensure the policy and procedure are implemented and adhered to.
  - Ensure all relevant staff are familiar with the policy and procedure.
- Equality, Diversity and Inclusion Committee: Develop and review EDI initiatives, analyse data, and advise SMT.
- Staff and Students: Uphold the principles of equality and report any breaches of the policy.
- Contractors and Partners: Comply with the College's EDI standards in all services provided.

5. Implementation

To promote equality, diversity, and inclusion, the College will:

- Conduct Equality Impact Assessments (EIAs) for all policies, practices, and key decisions.
- Provide training for staff on EDI principles and legal responsibilities.
- Where practicable, embed EDI themes within the curriculum and learning materials.
- Create an environment which fosters good relations between different groups of people.
- Set outcomes and actions to advance equality of opportunity.
- Continue to monitor and review the experience of different groups of staff and students.
- Eliminate unlawful discrimination in all its forms, and deal with discrimination fairly and effectively.
- Challenge unacceptable actions and behaviours such as harassment, bullying or victimisation of people based on their characteristics in line with the Dignity and Respect Policy.

6. Monitoring and Review

To ensure continuous improvement, the College will:

- Collect and analyse data on staff and student demographics and relevant indicators.
- Review and update this policy every three years or sooner if legislative changes occur.
- Publish Equality Outcomes every four years, with Mainstreaming Reports published every two years showcasing progress and identifying areas for improvement.

7. Related Documents

- Dignity and Respect Policy
- Complaints Handling Procedure
- Recruitment and Selection Policy
- Student Admissions Policy

This Policy should be read in conjunction with other relevant College policies, procedures and guidance documents, whether specifically listed above or subsequently published or amended.

The College reserves the right to update, introduce, or revise policies and procedures from time to time.

Compliance with the most current versions of applicable policies and procedures, as published, is expected.

Title:	Equality, Inclusion and Diversity Policy
Lead Officer:	Depute Principal
Date last reviewed	May 2025
Next Review date:	May 2028
Approved By:	F&R/Board
Date first approved:	2012

Appendix 1: Definitions

- Equality: Ensuring everyone has equal access and opportunities.
- Diversity: Embracing and celebrating differences.
- Inclusion: Creating a sense of belonging and value for all.
- Harassment: Unwanted conduct that violates a person's dignity or creates a hostile environment.
- Discrimination: Treating someone unfairly due to their protected characteristic.