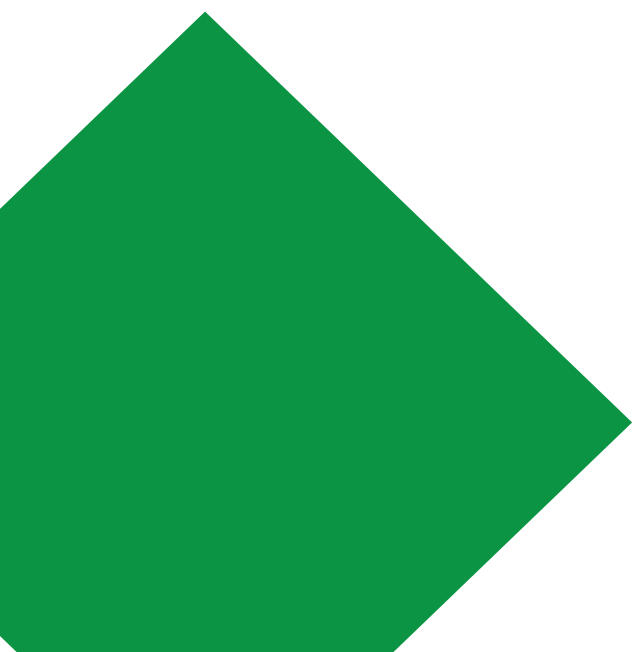


Equality, Diversity and Inclusion Policy

September 2025

Scope	All Staff, Students, External Speakers, and Visitors
OFS Condition	B2
Strategic Plan	Pillar 2
Access:	Public

Version 1.2
Approved by the Board of Governors

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1. Introduction

1.1 UK Business College (UKBC) fosters good relations between people who share a relevant protected characteristic and those who do not, celebrates diversity, challenges inequality and is committed to nurturing an diverse community with inclusive access, and which ensures equality of opportunity for all its members.

1.2 We expect all our campus communities, employees, workers, contractors, students, invitees and visitors to be treated, and to treat others, with dignity and respect. We have a zero-tolerance approach to discrimination, harassment and bullying. Zero tolerance means that

(i) we will take action and;

(ii) the action will be proportionate to the circumstances of the case.

1.3 We are committed to meeting our obligations under the Equality Act 2010, which requires the College show no discrimination as required by law on account of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The College will always act lawfully and this may include taking action to support people with particular protected characteristics, including:

- Disability
- Age
- Sex
- Sexual Orientation
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Socioeconomic background
- Individuals with carers responsibilities

2. Roles and Responsibilities

2.1 The Board of Governors is the governing body of the College and is responsible for ensuring the College complies with the requirements of the Equality Act 2010. Senior leaders and managers also have a responsibility to provide and facilitate appropriate staff training and professional development opportunities to ensure that members are aware of current developments within this area, both legislatively and within the domain of Higher Education.

2.2 Every member of college community has shared responsibility for promoting inclusivity, and so must abide by this policy, challenge inappropriate behaviour if they feel able to do so in an appropriate way, and report any behaviour that contravenes this policy.

3. Policy Statement

3.1 Recruitment, Admissions and Selection

All applicants will be given equal consideration during the selection process and will not be discriminated against on the basis of any of the protected characteristics. Reasonable adjustments during recruitment and admissions will also be adopted as required.

3.2 Teaching, Learning and Assessment

The College seeks to ensure that its teaching, learning and assessment practices and systems are designed to encourage the academic and personal development of its students, are equitable, and take the needs of its diverse student body into account. This includes the development of inclusive and decolonised curricula, diverse assessment methodologies, accessible learning materials, and differentiated delivery methods.

3.3 Progression

All students will be treated equally for progression and assessment purposes, and will be supported by the extensive academic and student support functions that UKBC provides to all students.

3.4 Widening Participation

The College is committed to widening participation in higher education and is engaged in a range of activities with potential students, aimed at encouraging the progression to higher education.

4. Advice and Support

4.1 Advice and support relating to discrimination, harassment and bullying will be available for both staff and students. Sources of staff advice and support will include Human Resources. Sources of student advice and support will include Student Support Officers, who can also support students in accessing external mental health and wellbeing services.

5. Complaints and Discrimination

5.1 If a student or member of staff considers that they are suffering from unlawful discrimination, harassment or victimisation because of one or more of the protected characteristics, they will be able to make a complaint.

5.2 The College will treat all complaints of breaches of this policy seriously and will take appropriate action where necessary. Complaints may be brought by members of staff, students or other third parties and will be investigated in accordance with the College's grievance, disciplinary and/or complaints procedures. The complainant will be informed of the outcome of the College's investigation.

5.3 Complaints can also be made anonymously through confidential reporting channels.

6. Monitoring and Review

6.1 This Policy will be monitored and reviewed by the Board of Governors on a regular basis to judge its effectiveness and to determine whether it is meeting the requirements of anti-discrimination legislation and the College's equality objectives.

Document Information	
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