



EQUALITY, DIVERSITY & INCLUSION STATEMENT

Preston College is committed to creating an inclusive environment, where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential.

We celebrate, support and thrive on the differences that our diverse college community brings which in turn enriches the inclusivity of our organisation.

We believe that everyone has the right to be treated fairly and without discrimination, regardless of age, disability, sex, gender identity, race, religion or belief, sexual orientation, circumstances or background. The College community fully embraces the FREDIE principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement to advance equality. Specifically we will:

- actively promote equality by valuing and respecting each other's differences.
- ensure College staff, governors and stakeholders are equipped to recognise diversity and challenge discrimination.
- investigate all allegations of discrimination sensitively.
- monitor the curriculum and learning to ensure they are free from discrimination and reflect the needs of the wider community.
- implement effective processes for monitoring policies, procedures and practices to ensure they are free from discrimination, are inclusive and respond to the needs of learners, staff, governors and the wider community.
- reflect the contributions of all members of the community in promoting our activities.
- strive towards becoming an outstanding equality organisation which listens to and cares for all its learners, staff, stakeholders and the wider community.

This statement is supported by a number of policies and procedures which can be located on the College's website.