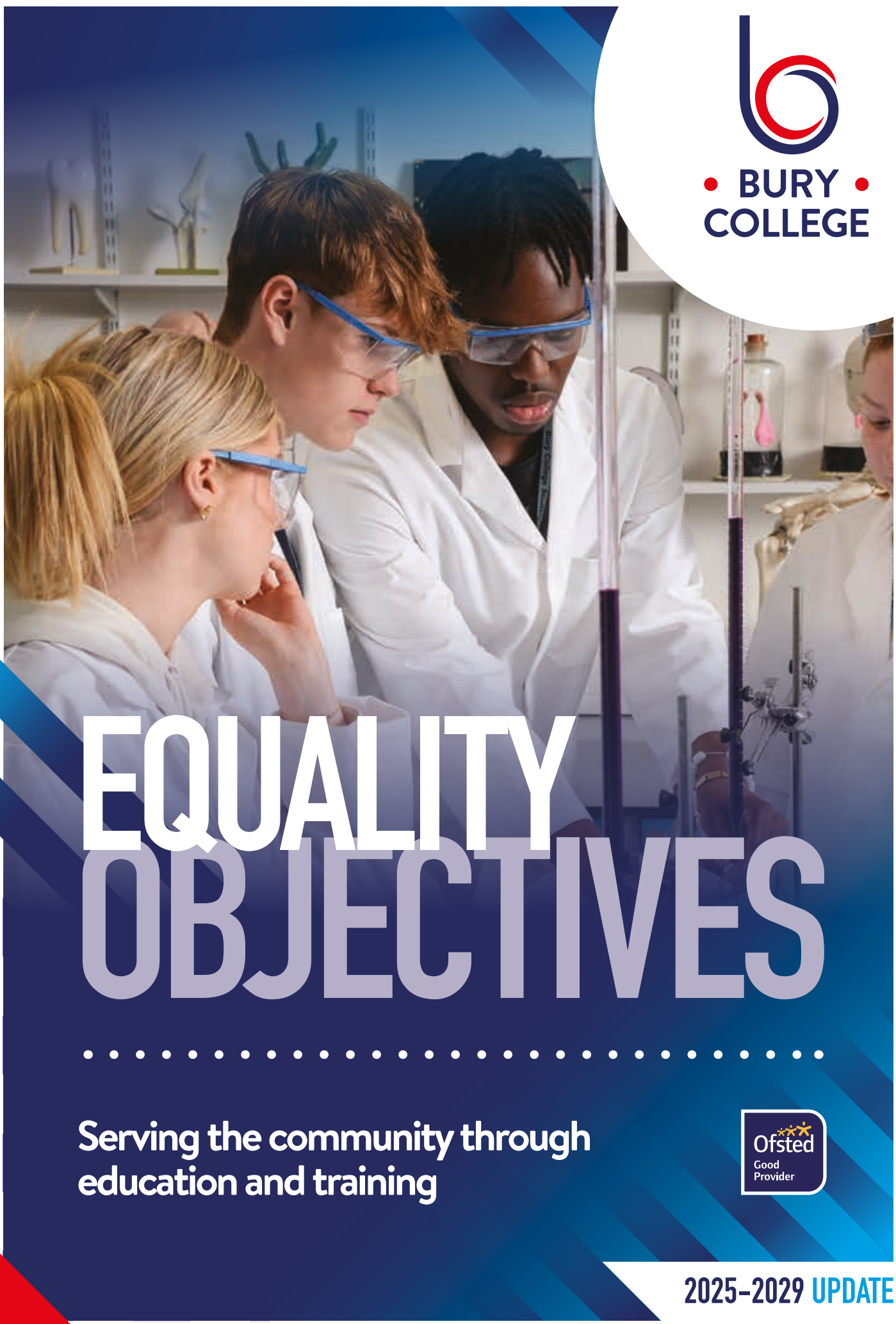




• BURY •
COLLEGE



EQUALITY OBJECTIVES

Serving the community through
education and training



2025-2029 UPDATE

SERVING THE COMMUNITY THROUGH EDUCATION AND TRAINING



Bury College has a Mission-driven approach to decision making and goal achievement.

Successful delivery of the College Mission is recognised through:

- Positive learner progression.
- Inclusivity reflective of the communities we serve.
- Supportive development for life and work.

Maintain a College Culture that Actively Promotes Equality, Diversity, and Inclusion

- **Training and Awareness Programs:** Implement comprehensive training programs for students, staff, and faculty on diversity, equity, and inclusion (DEI) principles.
- **Inclusive Policies:** Regularly review and update college policies to ensure they are inclusive and equitable.
- **Diverse Representation:** Foster a diverse community by ensuring representation from various backgrounds in decision-making processes.
- **Cultural Celebrations:** Organise events and activities that celebrate different cultures, identities, and perspectives to promote understanding and respect.

Ensure a Positive Inclusive Student Experience through Equality of Opportunity

- **Accessible Learning Resources:** Provide learning materials and resources that are accessible to all students, including those with disabilities.

- **Support Services:** Enhance student support services such as, additional learning support and Pastoral support.
- **Inclusive Curriculum:** Integrate diverse perspectives into the curriculum to reflect the experiences and contributions of various groups.
- **Feedback Mechanisms:** Establish robust feedback systems to gather student input on their experience and address any issues related to inequality or exclusion.

Ensure an Inclusive Approach to the Staff Experience that Promotes Equality and Diversity to Provide a Positive Working Environment

- **Recruitment and Retention:** Implement fair recruitment practices to attract a diverse workforce and develop strategies to retain and support staff from diverse backgrounds.
- **Professional Development:** Offer continuous professional development opportunities focusing on EDI topics to enhance staff competence and awareness.
- **Inclusive Workplace Policies:** Create and enforce workplace policies that support a diverse and inclusive working environment, including flexible working arrangements and anti-discrimination measures.

These objectives aim to create an environment where everyone feels valued and respected, fostering a community that upholds the principles of equality, diversity, and inclusion at Bury College.