



1Wirral Met Logo

Equality, Diversity, Inclusion & Belonging Policy

Document status	
Document owner	Principal
Document author	Director – Quality of Education
Document reviewed by	Director – Quality of Education
Document type	Policy
Date of document/ review	December 2025
Version number	14
Review requirements	Annual
Date of next review	December 2026
Approval body	Board/EDIB Committee Meeting
Publication	Staff Intranet/Website
Code	P02

Version: 14
Status: Open

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1. Introduction

Our Purpose:

- To provide inclusive, highest-quality education and training opportunities to meet the aspirations of students and the needs of the local community and industry.
- Wirral Met College is committed to valuing diversity, and to promoting and implementing equality of opportunity in all of its activities
- Our core values define how we operate, behave, and interact on a day-to-day basis. To demonstrate we are inclusive we will:
 - Create a warm, welcoming, safe, and secure college for all
 - Authentically embrace diversity and celebrate inclusivity
 - Nurture a culture of kindness and respect where every student and staff member is acknowledged, treated fairly, and supported
- This commitment is based on the principle that those who learn, work and are involved in the College should be treated fairly and with respect. The performance of the College depends on all people having a stake in its future and recognising that everyone has both rights and responsibilities within this context.

2. Scope:

- This policy is for all staff, students and visitors of Wirral Met College.

3. Aim:

- The College will work towards an environment and culture where everyone is encouraged and supported to develop their full potential; this includes giving due regard to protected characteristics as outlined in the Equality Act 2010, and the Technical Guidance on Further and Higher Education.
- The protected characteristics for Further and Higher Education Institution provisions are:

- Age.
 - Disability.
 - Gender reassignment.
 - Pregnancy and maternity.
 - Race.
 - Religion or belief.
 - Sex.
 - Sexual orientation.
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- Being married or in a civil partnership is not a protected characteristic for the further and higher education institution provisions, however the College will pay due regard to this with respect to the Statutory Code of Practice (Employment).
 - Social deprivation is not a protected characteristic in the Equality Act, but the College is nevertheless very aware of the impact this can have on students' life chances and ability to achieve their educational goals. We therefore pay due regard to this with respect to aiming to ensure our students' needs are met.
 - With regard to antisemitism the college has, in accordance with the recommendation of the Department for Education, adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, which states:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”
 - With regard specifically to Special Educational Needs and Disabilities, the college will also have due regard to the obligations and best practice set out in the Children and Families Act 2014 and the Special Educational Needs and Disability Code of Practice.
 - With regard to staff with disabilities, the college will aim to make reasonable adjustments to meet staff needs and will comply and drive best practice in relation to the requirements of the Disability Confident scheme in its recruitment and selection and other key HR policies and procedures.

- Wirral Met College is an organisation that actively recognises and values diversity. It will do this by appreciating individual needs and differences and treating everyone with dignity and respect.

- The College will also meet the Public Sector Equality Duty, which requires the College to:
 - Eliminate discrimination, harassment and victimisation
 - Advance equality of opportunity
 - Foster good relations between people who do and do not share the same protected characteristics

- The College will continue to gather information and to consult and involve stakeholders with regard to the protected characteristics; this will help the College to set out its Equality, Diversity and Inclusion Action Plan, identify its priorities for action and to set equality objectives as:
 - a centre for learning
 - an employer

4. Objectives:

Our Equality, Diversity, Inclusion & Belonging Policy has the following objectives:

- Value and respect diversity and recognise the benefits from our differences;
- Create a positive, safe, accessible environment and culture in which discrimination has no part;
- Listen to, engage and collaborate with a wide range of students, partners and staff in order to continually improve our equality practice;
- Promote equal opportunities in all aspects of employment;
- Make reasonable adjustments to support and respond flexibly where there is a clearly identified need;
- Ensure that all policies and procedures are accessible and clear and reflect the College's commitment to equality, diversity and inclusion;
- Ensure that all learning programmes reflect and promote equality, diversity and inclusion in their intent and implementation;
- Be accountable by target setting, monitoring, evaluating and reviewing progress on a regular basis;
- Take necessary action when non-compliance with the Equality Act 2010 is identified;

- Secure resources to ensure that the College meets its public sector duty in respect of the Equality Act, 2010.

5. Roles and Responsibilities:

Everyone will:

- Treat each other with respect and dignity
- Take personal responsibility to uphold the college's core values
- Take opportunities to learn from, and work with people different to them
- Raise their voice if they experience or witness inequality, when opportunities are not open to all, or do not reflect the diversity of our community
- Actively include each other in all activities, in or out of the classroom
- Review and reflect on any barriers to participating fully within the college, then take steps to remove those barriers
- Celebrate the diversity of our community to ensure everyone feels represented and a sense of belonging

Staff will:

- Make clear to students that discrimination, harassment, bullying and victimisation will not be tolerated
- Utilise a variety of written and visual examples to raise awareness of different identities, backgrounds and experiences through their own work, promoting diverse voices in their teaching or practice
- Reflect on and take steps to remove barriers to learning
- Ensure all students adjustments are in place and accounted for in planning and delivery.

In addition, Managers will:

- Ensure staff and student needs are being met through adaption and reasonable adjustments in whatever service they provide
- Ensure EDI is included as part of the review of curriculum programmes
- Review EDI data to evidence equality of experience of staff and students in their area, and produce action plans to address any inequitable experiences, e.g. achievement gaps for students or inaccessibility of a service, and to support intersectional analysis

Students will:

- Advocate for themselves or others wherever inequality is present
- Be open to learning about different experiences from their own
- Support and respect each other, especially those from different backgrounds from their own

Work with all peers and members of the college community to promote a sense of belonging

6. Quality of Education:

- The College continues to work towards raising awareness of our diversities, eliminating barriers, and narrowing gaps in retention, achievement and development between those who have a protected characteristic and those who have not
- To successfully implement the principles of Equality, Diversity and Inclusion, the Senior Leadership Team, Quality of Education Team, Heads of Department, and delivery staff will:
 - Ensure that curriculum content and delivery is regularly reviewed to ensure it reflects diverse perspectives, histories, and cultures, moving away from Eurocentric views
 - Ensure course materials, displays, and real-world examples represent a wide range of voices and experiences, particularly those from underrepresented groups and non-traditional roles
 - Engage a diverse student body and use language that respects all identities and backgrounds
 - Encourage students to participate in discussions about curriculum content and delivery, offering their perspectives on how to make learning more inclusive and representative of global knowledge
 - Ensure fair and accessible teaching, learning & assessment to mitigate any unconscious bias
Regularly analyse data on student performance, retention, and engagement. Examine achievement gaps by demographic and protected characteristics.

7. EDIB Action Plan 25-26:

- The EDIB Action Plan will be monitored regularly by the EDIB Strategy Group and Senior Leadership Team.
- The purpose of the Wirral Met EDIB Strategy Group is to ensure that we work towards raising awareness of our diversities, eliminating barriers and narrowing gaps in retention, achievement and development between those who have a protected characteristic and those who have not.

- The action plan covers three key themes:
 - People
 - Curriculum
 - Environment and Resources

8. Related Documents:

- This Policy will influence and will be cross-referenced to other College strategies, policies and procedures and forms part of a continuous improvement cycle.
- Non-compliance with this Policy will be addressed through the College's Complaints, Grievance, Disciplinary or other relevant Procedures, as applicable.

9. Feedback:

- General feedback or concerns should be forwarded to Clare King, Director – Quality of Education, Hamilton Campus, Argyle Street, Birkenhead, CH41 1AD or by email clareking@wmc.ac.uk