



**SINGLE EQUALITY POLICY AND TRANSITION STATEMENT
2025–2026**

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VERSION 1

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Introduction

Calderdale College is committed to placing the promotion of Equality, Diversity and Inclusion (EDI) at the centre of all our work. We believe that all those who form the community at Calderdale College – students, staff, governors, visitors, employers, external providers, contractors and other stakeholders – have a right to be valued equally and to have equality of opportunity.

We are proud to have achieved **Bronze and Silver accreditations** from the **National Centre for Diversity**, recognising our ongoing progress in EDI. Our established **EDI Steering Group** provides strategic oversight, driving awareness, eliminating barriers and narrowing achievement gaps (calderdale.ac.uk).

Note on Transition:

This document represents the *final version* of Calderdale College’s Single Equality Policy. From 2026, the College will move towards a three-year **Single Equality Scheme (2026–2029)**. The new Scheme will integrate all equality, diversity and inclusion actions within a single strategic framework, replacing this policy and aligning with all related policies such as Bullying and Harassment, Safeguarding, and Recruitment. This approach ensures a joined-up model of compliance and best practice across all areas of College life.

The Single Equality Scheme describes how Calderdale College will fulfil its statutory duties to promote equality of opportunity and avoid discrimination. We will advance opportunity and foster relationships between all identities within the protected characteristics. Our new three-year Scheme will embed measurable equality objectives and annual progress reporting under the **Public Sector Equality Duty (PSED)**.

This document therefore serves as both the College’s final equality policy and the transition framework towards a fully integrated, three-year Single Equality Scheme.

Section 1 – Key Principles

The purpose of this transitional Single Equality Scheme is:

- To supply guidelines for good practice in all matters relating to the treatment of staff, students and other members of the College community.
- To highlight current legislation and responsibilities under the **Equality Act 2010** and related UK equality frameworks.
- To make members of the College community aware of institutional and individual responsibilities to eliminate discrimination, advance equality of opportunity, and foster good relations.
- To ensure fair and inclusive practices underpin all College policies, procedures and curriculum design.

Calderdale College recognises that individuals may experience multiple and intersecting forms of disadvantage. Our approach to equality will therefore take into account the diverse and interconnected experiences of people across protected characteristics and socioeconomic backgrounds.

Section 2 – Strategic Direction

Calderdale College is committed to:

- Developing a culture that values and respects all individuals equally.
- Ensuring all College services, including teaching and learning, are accessible and inclusive.
- Promoting understanding of diversity and equality through the curriculum and wider learning environment.
- Taking positive action to encourage the recruitment and development of a diverse workforce.
- Addressing the impact of socioeconomic disadvantage on educational participation and achievement.
- Ensuring all external partners – including suppliers and contractors – align with our EDI expectations and modern-day slavery standards.

Alignment with the College Strategic Plan (2023–2026)

This transitional Scheme is fully aligned with the College's **Strategic Plan 2023–2026**, which is structured around the **Six Ps – People, Place, Partnerships, Performance, Prosperity and Planet**.

Equality, Diversity and Inclusion is a cross-cutting theme that underpins each of these priorities:

- **People:** Embedding inclusion and wellbeing within staff and student experience.
- **Place:** Ensuring our physical and digital environments are accessible and inclusive.
- **Partnerships:** Building strong, inclusive relationships with employers, communities and the **National Centre for Diversity**, using their feedback to inform our future Scheme.
- **Performance:** Driving excellence through the reduction of achievement gaps and the development of inclusive teaching practices.
- **Prosperity:** Promoting equality of opportunity as a foundation for economic growth and social mobility.
- **Planet:** Linking sustainability and equality by ensuring everyone can contribute to and benefit from our environmental initiatives.

The **EDI Steering Group** ensures that equality objectives are mapped against these priorities and reported annually to Senior Leadership and Governors.

Transition Objective:

During 2025–26, the EDI Coordinator, the **EDI Steering Group** and Senior Leadership Team will develop a new **Three-Year Single Equality Scheme (2026–2029)**. This will build on the College’s existing monitoring, published data and accreditation achievements and will include measurable equality objectives, a College-wide action plan, and an annual reporting process to Governors.

Section 3 – Meeting our Duties

Calderdale College continues to meet its legal duties by:

- Complying with the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)** (section 149).
- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity for all.
- Fostering good relations across protected and non-protected groups.
- Ensuring accessibility in line with the **Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018**.

The new Scheme will continue these commitments through clear equality objectives, targeted actions and transparent reporting.

Section 4 – Monitoring and Review

2025–26 will act as a **transition year**. The EDI Coordinator and Steering Group will:

- Map existing equality objectives across College policies.
- Conduct Equality Impact Assessments (EIAs) for key policies and publish outcomes.
- Collate staff and student data on protected characteristics to inform action planning.
- Use feedback from the **National Centre for Diversity** accreditation process to strengthen action planning.
- Draft a unified Equality Action Plan for launch in 2026.

Progress will be reported termly to the Senior Leadership Team and Governors, and published on the College website.

Next Review: August 2026 (launch of the 2026–2029 Single Equality Scheme). This will be the final review of the Single Equality Policy in its current form.

Section 5 – Roles and Responsibilities

Equality, Diversity and Inclusion is the responsibility of the entire College community.

The Governing Body ensures due regard to equality duties and oversees progress towards the three-year Scheme.

Senior Leadership Team provides strategic leadership and embeds EDI principles across College operations.

EDI Steering Group provides oversight, consultation and guidance on EDI priorities and reviews progress against equality objectives.

EDI Coordinator leads on implementation, monitoring and reporting.

Curriculum and Service Managers embed equality actions in departmental planning.

All Staff are responsible for promoting inclusion and challenging discrimination.

Contractors and Service Providers must comply with equality and modern slavery requirements as part of College contracts.

Section 6 – Transition Timeline

Period	Key Action	Lead Responsibility	Outcome
Autumn 2025	Approval of final policy version and communication to staff	EDI Coordinator / SLT	All staff informed of transition to Scheme format
Spring 2026	Cross-policy EDI mapping and consultation with stakeholders	EDI Coordinator / HR / Curriculum Leads	Updated EDI objectives drafted
Summer 2026	Draft Three-Year Single Equality Scheme presented to Governors	EDI Coordinator / Steering Group / SLT	Scheme approved for implementation
August 2026	Publication and launch of the 2026–2029 Scheme	Corporation Board	Scheme replaces previous policy and becomes operational

Appendix A – Legislation

Protected Characteristics (Equality Act 2010)

Under the Equality Act 2010, individuals are protected from discrimination on the grounds of:

- **Age** – protection for people of all ages.
- **Disability** – covering physical, sensory and mental impairments.
- **Gender Reassignment** – protection for anyone proposing to, undergoing or who has undergone gender reassignment.
- **Marriage and Civil Partnership** – safeguarding against unfair treatment because of marital or civil status.
- **Pregnancy and Maternity** – protection during pregnancy and following childbirth.
- **Race** – including colour, nationality, and ethnic or national origin.
- **Religion or Belief** – including non-belief.
- **Sex** – protection against discrimination because someone is male or female.
- **Sexual Orientation** – protection for people attracted to the same, opposite or both sexes.

The College is committed to promoting fairness and equality across all protected characteristics and beyond, recognising the importance of intersectionality and inclusion for all communities.

Core Equality and Human Rights Legislation

- **Equality Act 2010** – primary legislation prohibiting discrimination and promoting equality across all protected characteristics.
- **Human Rights Act 1998** – guarantees fundamental rights and freedoms for everyone in the UK.
- **Public Sector Equality Duty (PSED)** – requires the College to have due regard to eliminating discrimination, advancing equality of opportunity, and fostering good relations.

Further and Higher Education Legislation

- **Further and Higher Education (Equality of Opportunity) Duty 2023** – requires FE and HE institutions to proactively promote equality of opportunity for all students.
- **Education and Skills Act 2008** – supports inclusion and fair access to education.
- **Technical and Further Education Act 2017** – emphasises equality in apprenticeship and technical education opportunities.

Accessibility and Safeguarding

- **Special Educational Needs and Disability Act 2001 (SENDA)** – ensures access and reasonable adjustments for learners with additional needs.
- **Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018** – requires accessible online content and services.
- **Children and Families Act 2014** – protects children and young people with special educational needs or disabilities.

- **Safeguarding Vulnerable Groups Act 2006** – links equality and safeguarding by ensuring protection for vulnerable adults and children.

Modern Employment and Social Protection

- **Employment Rights Act 1996** – underpins fair employment practice.
- **Equality Act (Workplace) Regulations 2010** – specific duties relating to recruitment, pay, and progression.
- **Modern Slavery Act 2015** – ensures ethical practice across the College’s supply chain and partnerships.

Appendix B – Glossary, Working Definitions and Abbreviations

Antisemitism

“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.” [Working Definition of Antisemitism | IHRA \(holocaustremembrance.com\)](http://www.holocaustremembrance.com/working-definition-of-antisemitism)

Gender Reassignment (Transgender Rights):

Calderdale College recognises that under the Equality Act 2010, “gender reassignment” is a protected characteristic. This covers anyone who is proposing to undergo, is undergoing, or has undergone any part of a process to reassign their sex. The College’s practice also aligns with current equality guidance to include people who identify as **trans**, **non-binary**, **gender diverse**, or **gender questioning**, ensuring protection and respect for all gender identities and expressions.

SLT – Senior Leadership team

HR – Human Resources

QIP – Quality Improvement Plan

SAR – Self Assessment Report

Learner Voice – Student perception of college

LGBTQ+ – Lesbian, gay, bisexual and trans, questioning and others

POLICY REVIEW

Change(s) Made		Reason for Change			
Initial Version		<p>The previous Single Equality Policy has become redundant as its principles are now fully embedded within other College policies and procedures.</p> <p>This revised document serves as a transitional statement, marking the College's move from a standalone policy to an integrated, three-year Single Equality Scheme. It outlines the framework and direction for embedding equality, diversity and inclusion across all areas of College activity.</p>			
Review Date	Reviewed by:	Initial Approval by:	Final Approval by:	Next Review Date:	Review Period
		Curriculum, Quality & Standards Committee	Corporation Board		1 year

EQUALITY IMPACT ASSESSMENT

First Assessment Conducted by:	Date:	Final/Approved Assessment Conducted by:	Date:
EDI Co-Ordinator	November 2025	EDI Co-Ordinator	November 2025

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