

Inspire Education Group

# EQUALITY, DIVERSITY AND INCLUSIVITY PLAN

2022-24



**Inspire**  
Education Group

*Peterborough and Stamford,  
Thriving Together*

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OUR VISION, MISSION AND VALUES

**VISION**  
"To be the first choice provider of education and training in our region"

**MISSION**  
"To transform lives through inspirational education and training"


**Inspire**  
Education Group

- I **Innovative**
- N **Nurturing**
- S **Sustainable**
- P **Passionate**
- I **Inclusive**
- R **Respectful**
- E **Excellent**

# INTRODUCTION

## COMMITMENT STATEMENT

IEG is committed to ensuring the promotion of equality of opportunity. Our commitment is to go beyond legislation and to be recognised as a leader of equality, diversity and inclusion (EDI).

## OUR PLEDGES

- ✓ To create a positive and inclusive environment for all staff and students, where everyone feels valued, respected and a sense of true belonging.
- ✓ To create a climate where all forms of discriminatory behaviour and bullying behaviour is effectively challenged.
- ✓ To recognise people’s differences and celebrate diversity.
- ✓ To build strong, effective and lasting relationships within our communities which model inclusivity.
- ✓ To make progress towards diversifying our workforce, reflecting the communities we serve.
- ✓ To be a visible organisation who takes a stand on EDI issues.
- ✓ To demonstrate leadership and accountability ensuring that we deliver, as an organisation, on our EDI plan.

## HOW WE WILL ACHIEVE THIS

Our Equality, Diversity and Inclusivity Group has been set up to provide a structured strategic and operational forum to advance EDI across IEG. We have 5 special interest working groups (SIGs) who report into the EDI Group and have an action plan to raise awareness:

1. LGBTQ+
2. Asylum Seekers and Refugees
3. Anti-Racism
4. Sexual Harassment and Sexual Violence
5. Disability

IEG will also raise awareness using a range of activities and communications:

- Refreshing our Strategic Plan 2023 -2026.
- Induction programmes for new staff.
- Staff meetings.
- Staff development//training sessions.
- Student tutorial programme.
- College website and intranet.
- Schemes of Learning and teaching resources.
- Meetings and minutes with Student Council and Governors.
- Job advertisements and recruitment documentation.



# DELIVERING ON OUR EDI ACTION PLAN

Delivering on our EDI Action Plan will require us to be:



### Brave

To stand up for what we believe in. To stand up for others who may have experiences or be experiencing inequality and discrimination, and as leaders and managers, make it safe for others to have their say.



### Humble

To act with humility and grace, knowing we may not know the answers and need to learn from others. To know that we may make mistakes for which we will say sorry.



### Willing

A willingness to do the work and act, one step at a time.



### Determined

Determined that we can, and will, make a difference.



## Leadership and Management

Our Actions	Achieved By	Responsible Department
Create a fully inclusive EDI Group and Special Interest Groups.	September 2022	Executive
Deliver all staff training on our EDI Plan and SIGs.	July 2022	EDI Group
Use Deeper Thinking and Strong Action ETF Toolkit to review where we are as an organisation and implement actions.	July 2023	EDI Group
Implement a 'train the trainer' EDI programme of development for the EDI committee and key staff.	July 2023	Human Resources
Develop an EDI campaign that enables the organisation to promote all aspects of EDI and make clear our ambitions and intentions.	March 2023	Executive and Marketing
Develop management information reports that analyses our workforce, ensuring that no unfair or discriminatory practices take place.	July 2023	Human Resources and Management Information Systems
Ensure student performance data is analysed by EDI characteristics to ensure that where there are achievement gaps, mitigation and action is taken to address.	July 2023	Management Information Systems and Quality
Review workforce diversity and enhance staff recruitment practices to better engage potential employees from minority groups.	July 2023	Management Information Systems and Human Resources
Ensure 'leaving well' process enables staff to report any discriminatory reasons for exiting IEG.	February 2023	Human Resources
Appoint an IEG Governor with EDI responsibility to work with the CEO and EDI Core Group.	December 2022	Governors



Asylum Seekers and Refugee Special Interest Group	Our Actions	Achieved By	Responsible Department
	Establish the SIG and attract members who want to advance this aspect of EDI.	September 2022	EDI Group
	Develop related information and material for each SIG on Inspire Insights.	February 2023	SIG
	Successfully achieve and embed actions as a result of becoming a recognised College of Sanctuary.	January 2023	Student Support and ESOL Curriculum Team
	Work collaboratively with other stakeholders to support our students who are fleeing persecution and to enable them to succeed at IEG.	Ongoing	SIG
	Review and strengthen transition and progression opportunities.	Ongoing	SIG
	Further develop engagement opportunities and activities for students outside of their curriculum timetable.	Ongoing	SIG
	Celebrate the success of our refugees and asylum seekers.	Ongoing	SIG
	Engage with Peterborough Citizens and the Refugee Welcome Group with particular focus on supporting those fleeing recent conflicts in Syria and the Ukraine.	Ongoing	SIG

LGBTQ+ Special Interest Group	Our Actions	Achieved By	Responsible Department
	Establish the SIG and attract members who want to advance this aspect of EDI.	September 2022	SIG
	Develop related information and material for each SIG on Inspire Insights.	February 2023	SIG
	Work towards the Rainbow Flag Award.	July 2023	SIG / EDI Group
	Develop and deliver staff training so all staff understand language and are able to challenge homophobic bullying.	July 2023	SIG
	Ensure we celebrate and promote key LGBTQ+ events.	Ongoing	SIG
	Identify gender neutral toilets across all campuses with new and inclusive signage.	August 2023	Sig / Estates / Marketing



**Sexual Harassment & Sexual Violence Special Interest Group**

Our Actions	Achieved By	Responsible Department
Establish the SIG and attract members who want to advance this aspect of EDI.	September 2022	EDI Group
Develop related information and material for each SIG on Inspire Insights.	February 2023	SIG
Implement actions from Women's Leadership Network action research project at IEG.	July 2023	SIG
Deliver all staff training on Sexual Harassment and Sexual Violence.	January 2022	SIG / EDI Group
Deliver specialist training for Safeguarding Team.	Ongoing	SIG / EDI Group
Awareness raising across all sites with key messages displayed and develop a culture of where staff and students can 'call it out'.	Ongoing	SIG
'Safe Space' site map across all sites to maximise safety and address any areas of concern.	March 2023	SIG
Review IEG Bullying and Harassment Policy.	December 2022	SIG
Contextualise delivery and support across curriculum and vocational sectors.	Ongoing	SIG

**Anti-Racism Special interest Group**

Our Actions	Achieved By	Responsible Department
Establish the SIG and attract members who want to advance this aspect of EDI.	September 2022	EDI Group
Develop related information and material for each SIG on Inspire Insights.	February 2023	SIG
Deliver and embed the Unison Anti-Racism Charter.	July 2023	SIG
Deliver all staff training on Anti-Racism and unconscious bias.	Ongoing	SIG
Develop a Race Equality Policy.	July 2023	SIG / EDI Group
Undertake ethnicity pay gap reporting.	July 2023	Human Resources
Embed anti-racism training on new and aspiring manager development programmes.	July 2023	Human Resources
Hold Diversity and Industry Day – targeting increased recruitment and engagement from underrepresented groups.	December 2022	SIG

**Ability Not Disability Special Interest Group**

Our Actions	Achieved By	Responsible Department
Establish the SIG and attract members who want to advance this aspect of EDI.	September 2022	EDI Group
Develop related information and material for each SIG on Inspire Insights.	February 2023	SIG
Go beyond our current status as a Disability Confident Employer and become a Disability Confident Leader.	July 2023	SIG
Review our physical environment and explore what needs improving.	July 2023	SIG / Estates
Enhance employment and education opportunities for our students.	Ongoing	SIG
Further develop our supported internship provision.	Ongoing	Curriculum

**Inspiring**  
*the next*  
**generation**





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