

Equality, Diversity and Inclusion 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.

Our Pledge

- To create a positive and inclusive environment for all staff and students where everyone feels valued and respected
- To create a climate where all forms of discriminatory and bullying behaviour is effectively challenged
- To focus on positive LGBTQ+ inclusion and visibility
- To go above and beyond to support refugees and those seeking asylum
- To recognise people's differences and celebrate diversity
- To foster positive community relationships
- To showcase excellence and celebrate a diverse and inclusive workforce

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 workings groups (SIGs) who will report into the EDI Group and have an action plan to raise awareness:

- LGBTQ+
- Asylum Seekers and Refugees
- Anti-Racism
- Sexual Harassment and Sexual Violence
- Disability

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

- Refresh our Strategic Plan
- 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, Governors
- Job advertisements and recruitment documentation



Inspire
Education Group



Peterborough
College



Stamford
College



University Centre
Peterborough

We are working towards the Rainbow Flag Award delivered by carefully selected LGBTQ+ youth organisations, in collaboration with The Kite Trust.

PROUDLY WORKING TOWARDS



Equality, Diversity and Inclusivity Core Group

The purpose of the EDI Core Group is to provide a structured strategic and operational forum to advance EDI across the Inspire Education Group.

Special Interest Working Groups will report into the EDI Group. These include:

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