

New Collaborative Learning Trust's (NCLT) Equality and Diversity Policy demonstrates a clear commitment to equality, diversity and inclusion. The trust is fully committed to a policy which recognises the rights of individuals to equality of opportunity, equality of access and freedom from discrimination. We consider these to be fundamental rights and the trust requires that any contractor or supplier doing business with the trust or its colleges shares this commitment by offering equality of opportunity, operating in a non-discriminatory manner and adhering to the Equality Act 2010.

Our Equality and Diversity Policy can be accessed via our website.

The Benefits of Equality, Diversity and Inclusion (EDI)

There are many benefits of embracing EDI as a trust and at our colleges for all the trust/college community. These are highlighted in this document.

- It is morally correct, treating all people equally and with respect is simply the right thing to do.
- Diversity helps you to develop – by encouraging new ideas and new ways of thinking which comes from having a range of individuals with different backgrounds, interests etc.
- Helps challenge stereotypes, reduce barriers to success and supports social cohesion.
- Helps reduce conflict through building mutual respect and understanding of those with different backgrounds, opinions and beliefs.
- Helps reduce levels of discrimination on any grounds and the likelihood of developing prejudice in the future.
- Helps make the trust/our colleges more interesting places to be.
- Improved customer relationships – we can more closely relate to our students, partners, stakeholders and the general community we serve if we have diversity in our staff and students.
- Makes people aware of the impact, both positive and negative, we can have on others through their own behaviour.
- Following the trend – the UK's working population is aging. There is a rapidly increasing amount of women and ethnic minorities entering the workforce. The pool from which our colleges draws students and staff is changing!
- Makes staff and students feel safe and part of the trust/college community.
- Generates fresh and different ideas.
- Increases confidence and self-esteem.
- Set a good example for students through staff teaching positive ethics.
- Employer of choice - If people see the trust encourages a diverse workforce, they are more likely to want to work for the trust/one of our colleges.
- Develops a supportive environment in which people feel they belong and have a sense of community.
- To meet legal and regulatory requirements and celebrate the fantastic things we do.
- Helps individuals understand their rights and ensures everyone works to an agreed standard.
- Supports the philosophy of the trust's strategic plan and enhances the trust/colleges' reputation.
- Employee Turnover will be reduced and cost the trust less if staff feel comfortable, valued and happy at work.

