



THE
BEDFORD
COLLEGE
GROUP

2025-27

Single Equality Scheme

Introduction

Everyone should have a sense of belonging at The Bedford College Group (TBCG). We are committed to supporting and promoting equity of opportunity in all aspects of college life. We encourage everyone to embrace the differences they encounter here. We are home to people from many cultures and backgrounds; and a range of beliefs and identities.

Our college is strongly opposed to discrimination, unfairness and injustice. We believe in treating everyone fairly and celebrating our differences. We do not tolerate language or behaviour that makes others uncomfortable. This includes being treated differently because of any of the 'nine protected characteristics' of the Equality Act (2010) which are protected by law from discrimination (age, disability, race, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation). Alongside the Equality Act (2010) we have taken into consideration our commitment to the Public Sector Equality Duty (2011).

Our Single Equality Scheme works alongside the EDI Strategy and is comprised of two parts; the scheme itself and then an action plan. TBCG EDI Strategy Group reviews the Single Equality Scheme annually.

Responsibilities

In providing a public function, we must have due regard to:

- Eliminate discrimination, harassment, victimisation and any other conduct which the Equality Act prohibits;
- Advance equality of opportunity between those who share a relevant protected characteristic and those who do not;
- Foster good relations between those who share a relevant protected characteristic and those who do not.



Did you know...

Our LGBTQ+ Staff Forum hosts LGBTea & Learn events at significant times in the EDI Calendar. In Pride Month 2024, we explored intersectional identities with our special guest panel

Vision

Our aim is that EDI is part of everything we do. No student, member of staff, volunteer, governor, parent, or any other stakeholder will encounter discrimination on the grounds of a protected characteristic. They would also not be subjected to inappropriate, unwanted, unwelcome, upsetting or embarrassing language or behaviours based on individual differences they have. The upholding of our Single Equality Scheme is the responsibility of everyone.

The Bedford College Group aims to provide a welcoming, friendly and safe environment for all, where every person should have the opportunity for full involvement in what takes place, and everyone's contribution to college should be valued and respected. We are committed to making all college facilities accessible, including resources, communications and activities that are free of stereotypes that promote the ethos of equity, diversity and inclusion.

Equality Impact Assessments

Everyone is responsible for considering the needs of all individuals (staff, learners and visitors) when shaping policy, hosting events, delivering services and recruiting staff. We must ensure that our decision-making is robust, transparent and that we have fully considered the impact of our proposal on all minoritised groups. We will therefore keep a record of how our decision making is underpinned by inclusion and carried out using an EDI lens.

Did you know...

There are 8 staff diversity forums, Race Equity, Multi-Faith, Neurodiversity, Disability, Men's Health, LGBTQ+, Family First and Women's Wellbeing. They allow staff to support each other and to make significant changes in the organisation to bring about a sense of belonging for everyone who goes here



Demographic Profile

Last year the student demographic profile broadly matched the communities we serve. 71.1% of students were White British

22.1% of students told us that they had a Disability, difficulty or health need

3.8% of students stated that they were either gay, lesbian or bisexual

31.8% of students told us that they have a religion or belief



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Inclusive Excellence

The Inclusive Excellence Framework is provided by Inclusion UK to recognise organisations that are committed to building an inclusive culture in their environments

TBGC are Inclusive Excellence Committed (Stage 1). As part of our journey to fulfil this commitment, TBCG are to ensure that we;

- Carry out a policy review, ensuring that everything is designed to prevent discrimination and ensure that people are treated fairly
- Have sought views from the workforce have ensured there is a cyclical process for informing staff how their feedback has been implemented
- Demonstrate inclusive learning and development and give opportunities to talk about difference
- Have an EDI Strategy

EDI Priorities

We have used our evidence base to identify our key objectives. We have aligned our EDI work with the national Ofsted EDI Priorities. Together these are designed to ensure our scheme allows us to focus on those things that will make the biggest impact in terms of advancing equity of opportunity, diversity and inclusion and helps the college achieve its wider strategic aims.

Each of the objectives is underpinned by specific and timely actions outlined in our Single Equality Scheme Action Plan which is reviewed every term. The Equality and Diversity Impact Measures (EDIMs) specify our targets to quantify the effectiveness of our actions in respect of different groups of people. We know in a national context;

- Students from the following ethnic groups are least likely to achieve grade 5 or above in GCSE maths and English: GRT (Gypsy, Roma, Traveller), Black Caribbean and Mixed White/Black Caribbean
- Female students are increasingly likely to have heard violent and misogynistic language from their male counterparts
- Young people who are LGBTQ+ are more likely to report seeking medical help, self-harming or having suicidal thoughts than their non-LGBTQ+ peers
- There is unequal representation of ethnic minorities in special education in England



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DIVERSITY IN LEADERSHIP BRUNCH

You are invited to explore the impact of our Diversity in Leadership Development Programme. This will be an informal morning, where we will welcome your feedback and ideas

DATE
2nd September 2024

TIME
9.30-11.30

BEDFORD LIVE LOUNGE

Ashley Spiers
EDI@bedford.ac.uk

Did you know....

The Bedford College Group has a programme for staff from culturally minoritised groups to build routes into leadership

EDI Objectives

Objective 1: Deliver parity in achievement for students with protected characteristics

EDIMs:

1. Close the gap in achievement for learners from GRT, mixed/dual heritage and Black Caribbean backgrounds.
2. Attendance, retention and Student Voice data is regularly monitored by the EDI Strategy Group, and there is an in-year response which is acted upon
3. Awareness is raised for all students related to feeling physically and psychologically safe in an environment free from sexualised, violent and misogynistic language

Objective 2: Ensure an inclusive student experience

EDIMs:

1. Students participate in events and activities that promote individuality and difference (such as cultural events)
2. Students actively represent protected characteristics through the student voice channels and make suggestions for a truly inclusive environment
3. Restorative processes are well utilised and have an impact on student behaviour and attitudes

Objective 3: TBCG has processes for fair staff recruitment and is an equitable workplace

EDIMs:

1. Staff turnover is analysed in relation to the reasons different types of people leave the college (including by different types of roles)
2. Staff remuneration is reviewed each term in relation to gender, ethnicity and sexual orientation.
3. There is an EDI analysis of staff who recommend TBCG as a place to work

Objective 4: Staff are able to feed back that they have a sense of belonging

EDIMs:

1. Staff have fed back that they have a sense of belonging and that they can bring their whole self to work
2. There is a cyclical process where staff are able to see how their EDI feedback has been implemented
3. There are forums for staff to be able to feedback specifically about EDI . This feedback then goes to the EDI Strategy Group and influences organisational decision making

Objective 5: Create and maintain culturally harmonious campuses

EDIMs

1. The EDI Standards are implemented and the impact is measured via different quality processes
2. Each campus shows visible signs of affirmation, which students and staff can articulate
3. There are regular events for staff across the organisation to celebrate our differences and similarities

Objective 6: Promote and maintain an inclusive environment for LGBTQ+ staff and students

[Please see Rainbow Leaf Action Plan](#)

Objective 7: Establish The Bedford College Group as an anti-racist organisation that is welcoming to all

[Please see Anti-Racism Action Plan and UK College of Sanctuary Action Plan](#)

Did you know...

The Bedford College Group were a headline sponsor of Corby Pride. Our students and staff took part in the parade through the town and hosted a stand at the main event



Related documents

This Scheme should be read in conjunction with the following:

1. Single Equality Scheme Action plan
2. EDI Strategy
3. Equality and Diversity Policy
4. Equality Impact Assessment Guidance
5. LGBTQ+ Action Plan
6. Race Equality Action Plan
7. Religion and Belief Policy

These documents are available on the College website and intranet.



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