



UKMC Equity, Diversity and Inclusion (EDI) Policy

Date	Author	Summary of Changes	Version	Authorised
08/08/2024	Head of HR	08/24 Version 1 amended to be ratified by AB on 21st August 2024	1	Academic Board
17/09//2025	Deputy Provost	Policy rectified and updated by the Equity, Diversity and Inclusion Committee (EDIC) to ensure alignment with current legislation, OfS regulatory expectations, and UKMC's Strategic Plan 2025–2030.	2	Academic board September 2025
03/10/2025	Head of Wellbeing	Policy rectified and updated by the Equity, Diversity and Inclusion Committee (EDIC) to ensure alignment with current legislation, OfS regulatory expectations, and UKMC's Strategic Plan 2025–2030. Additions to Linked policies in coversheet. Amendment of pregnancy and maternity characteristic in line with Equality Act 2010	3	Academic Board December 2025
Policy/Procedure Management and Responsibilities				
Policy/Procedure Owner	The Head of Wellbeing and the Head of EDI oversee this policy. It is developed and implemented to formalise UKMC's institutional commitment to equality, diversity, inclusion, and equity across all areas of operation. Day to day operations are delegated to the Wellbeing Team, and though departments and committees that embed EDI and UKMC values.			
Equality Analysis	Provost, Dean and Head of Quality and Compliance, supported by the Executive Board and the Equity, Diversity and Inclusion Committee (EDIC).			
Authorised By	Rectified by the Equity, Diversity and Inclusion Committee (EDIC) and approved by the Academic Board.			
Effective From	October 2025			
Next Review	July 2026			
Version	3			
Internal/External	Both – applicable to all staff, students, contractors, partners, and visitors.			
Document Location	UKMC Policies and Legislation			
Linked Documents and Policies Internal	Academic Freedom of Speech Code of Practice Procedure for Holing Events and Guest Speakers Sexual Misconduct Policy Staff Code of Conduct Student Code of Conduct Safeguarding and Prevent Staff Grievance Procedure (for employees); Student Complaints Procedure (for students); UKMC Institutional EDI Framework UKMC Access and Participation Statement UKMC Thematic Inclusive Curriculum Framework (ICF) UKMC Quality and Academic Governance Framework			

Linked Documents and Policies External	Public Sector Equality Duty (PSED) Equality Act 2010 Data Protection Act 2018 and UK GDPR Higher Education (Freedom of Speech) Act 2023 Office for Students (OfS) Regulatory Framework Public Interest Governance Principles Safeguarding and Prevent Duty, Duty of Care
Dissemination Plan	EDI is embedded in all activities across UKMC. The Wellbeing Team and Head of Wellbeing and EDI drive EDI and wellbeing training, awareness, and support the EDI assessments of policies and campaigns. This policy is also embedded into the EDI committee, and other committees and governance.
Accessibility	Alternative formats available on request quality@ukmc.ac.uk

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Purpose and Commitment

UK Management College (UKMC) is committed to creating and maintaining an environment where equality, diversity, inclusion and equity are central to all aspects of its operation.

This commitment extends across academic, professional, and community spheres, ensuring that every individual is treated with dignity, respect, and fairness.

UKMC believes that a diverse and inclusive community enriches the learning environment, strengthens creativity and innovation, and enhances the quality of academic and professional life.

UKMC actively promotes a culture where difference is valued and where barriers to participation and achievement are identified and removed.

The College recognises its moral, legal, and educational responsibility to foster a community built on respect, belonging, and shared purpose.

This policy operates alongside the UKMC Access and Participation Statement (APS), the Institutional Equality, Diversity and Inclusion (EDI) Framework, and the Inclusive Curriculum Framework (ICF). Together, these documents ensure that equality duties, access and participation commitments, and inclusive academic practice are aligned across institutional governance, academic delivery, and the student lifecycle.

Policy Statement

UKMC is committed to fostering an inclusive learning and working environment where all members of the College community are valued and supported to reach their full potential.

The College opposes all forms of discrimination, harassment and victimisation, whether direct or indirect, and works proactively to prevent such behaviours.

The College promotes fairness and transparency in admissions, recruitment, assessment, promotion, and student engagement.

Fairness in access, participation and outcomes for students is articulated through the Access and Participation Statement (APS), while the operational delivery of equality duties and inclusive academic practice is governed through the Institutional EDI Framework and the Inclusive Curriculum Framework (ICF).

Through this policy, UKMC affirms its dedication to advancing equality of opportunity, eliminating unlawful discrimination, and fostering good relations between individuals and groups.

Every member of the College community, students, staff, governors, contractors and visitors, is expected to contribute to maintaining this inclusive culture.

Related policies such as sexual misconduct policy and staff or student code of conduct, Academic freedom of speech code of practice, may support the interpretation of different themes and events that arise requiring consideration of this policy.

This policy is outlined based on [Equality Act 2010](#) as of 10/29/2025, and any updates to the legislation will be reflected through the College's formal policy review cycle.

Scope and Applicability

This policy applies to all staff, students, governors, contractors, agency workers, visitors and partner institutions associated with UKMC.

It covers all campuses and modes of delivery, including in-person, blended, and online provision.

The principles and expectations outlined within this policy extend to all UKMC activities, including teaching, research, admissions, employment, training, student support, partnerships, and community engagement.

The policy also applies to conduct and behaviour occurring both on and off campus, including placements, external events, and online interactions where individuals are identifiable as representatives of the College.

UKMC expects all those who work with or represent the institution, including external providers, suppliers and collaborative partners, to uphold and act in accordance with the College's values and EDI commitments.

Legal and Regulatory Framework

UKMC operates within the legal framework of the United Kingdom and fully complies with all relevant equality and higher education regulations.

The policy is informed by and aligned with the following legislation and regulatory expectations:

- Equality Act 2010, which provides protection from discrimination on the grounds of nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation.
- Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010, which requires the College to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.
- Higher Education (Freedom of Speech) Act 2023, which places a legal duty on higher education institutions to protect lawful freedom of speech while ensuring this is balanced with obligations to prevent harassment and discrimination.
- Office for Students (OfS) Regulatory Framework, which sets conditions of registration including adherence to public interest governance principles, equality, and fairness in access, participation, and outcomes.
- Data Protection Act 2018 and UK GDPR, which ensure that equality data collected and analysed by the College is handled lawfully, securely, and transparently.
- E6 Harassment and Sexual Misconduct reporting, OfS Conditions of registration

By adhering to these frameworks, UKMC ensures that equality, diversity, and inclusion are embedded into its governance, operations, and culture, reflecting both statutory compliance and sector-leading practice.

Core Principles

The following principles underpin UKMC's commitment to equality, diversity, inclusion and equity:

- Every individual has the right to be treated with respect, dignity and fairness.
- Equality does not mean treating everyone the same; it means providing equitable opportunities and support to ensure all can thrive.
- Diversity is a source of strength that enriches the College's academic, professional and community life.
- Inclusion involves ensuring that all individuals feel welcomed, valued, and empowered to contribute fully to the life of the institution.
- Equity requires active measures to identify and remove systemic barriers that disadvantage particular groups.
- The College values intersectionality, recognising that individuals may experience overlapping forms of discrimination or disadvantage that require nuanced responses.
- Responsibility for promoting EDI lies with everyone in the UKMC community, from leadership to individual staff and students.

These principles are embedded into institutional strategy, governance, and everyday practice, ensuring EDI is not an adjunct but a defining feature of UKMC's culture and values.

Governance and Accountability

At UKMC, equality, diversity and inclusion are governed through a clear structure that ensures accountability, transparency, and alignment with institutional and regulatory expectations.

The governance framework ensures that EDI is integrated into strategic planning, policy development, and academic delivery and is considered through Equality Analysis in policy or procedural review. The detailed operational responsibilities, data flows, reporting cycles and assurance mechanisms through which this policy is enacted are set out in the Institutional Equality, Diversity and Inclusion (EDI) Framework. That framework provides the mechanism for implementing this policy consistently across departments and campuses.

The EDI Chair may request considerations or changes to policies arising from discussions that may be followed through the governance structure.

The structure of governance is as follows:

- **Board of Directors:** Holds ultimate accountability for compliance with the Equality Act 2010 and OfS expectations. The Board ensures that EDI is embedded within the College's mission, strategy, and key performance frameworks. It receives annual EDI reports and reviews equality objectives as part of institutional oversight.
- **Executive Board:** Provides strategic leadership for the implementation of EDI across all College operations. It ensures that sufficient resources, training, and monitoring systems are in place to advance inclusion and address inequalities.

- Academic Board: Oversees the integration of EDI principles in academic governance, including curriculum design, assessment, student experience, and staff development. It receives regular reports from the Equity, Diversity and Inclusion Committee.
- Equity, Diversity and Inclusion Committee (EDIC): Reports directly to the Academic Board and provides institutional leadership on all equality, diversity, and inclusion matters. The Committee advises on strategy, reviews annual equality reports, ensures compliance with legal and sector standards, and champions inclusive practice across all campuses.
- Human Resources and Wellbeing Teams: Lead on compliance in staff recruitment, retention, development, and welfare. They ensure fairness in employment practices and alignment with equality legislation.
- All Staff and Students: Share collective responsibility for maintaining inclusive conduct and contributing to a respectful culture. Every member of the UKMC community is expected to uphold this policy and challenge behaviour that conflicts with its principles.

Through this governance model, UKMC ensures that EDI considerations inform strategic and operational decisions at every level of the organisation, supporting a cohesive and accountable culture of inclusion.

Freedom of Speech and Academic Freedom

UK Management College (UKMC) affirms its commitment to protecting lawful freedom of speech and academic freedom while ensuring that all rights are exercised responsibly within the framework of equality and non-discrimination.

UKMC recognises freedom of speech and academic freedom as fundamental to scholarship, learning and debate.

These rights include the ability to discuss, challenge and exchange ideas, even where such ideas are unpopular or controversial.

All expressions remain lawful and consistent with the Equality Act 2010 and the College's zero-tolerance approach to discrimination, harassment or hate speech.

Academic freedom permits staff and students to pursue research, teaching and expression without fear of interference or reprisal, provided this is exercised within the law and College regulations.

The College's Academic Freedom of Speech Code of Practice Policy sets out operational guidance for events, guest speakers and related academic or public activities. It also outlines how the college approaches these themes in line with law and regulatory requirements and guidance.

Equality Objectives and Strategic Alignment

UKMC sets measurable equality objectives that align fully with the College's vision and mission.

Equality objectives:

- Advance equality of opportunity and eliminate discrimination.
- Foster inclusion and belonging for all members of the community.
- Address disparities in access, attainment, retention and progression.

Objectives are:

- Data-informed, evidence-based and reviewed annually.
- Developed and monitored by the Equity, Diversity and Inclusion Committee (EDIC).
- Approved by the Board of Directors following review by the Academic Board and Executive Board.

Objectives relating specifically to student access, participation, continuation, attainment and progression are articulated and monitored through the UKMC Access and Participation Statement (APS) and associated quality and governance processes.

Equality objectives and progress are published annually to ensure transparency and accountability.

Access, Inclusion and Reasonable Adjustments

UKMC ensures accessibility and inclusion across all learning, working and digital environments.

The College identifies and removes barriers to participation for staff, students and visitors.

In line with the Equality Act 2010, UKMC:

- Provides reasonable adjustments for individuals with disabilities or long-term health conditions.
- Offers flexible study, work and assessment arrangements where appropriate and reasonably accepted by academic or other requirements.
- Ensures accessibility of physical campuses, learning materials and online platforms.

Anticipatory inclusion guides design and planning so that accessibility is embedded from the outset rather than added retroactively.

The College consults with affected groups to ensure that accessibility and inclusion measures remain responsive and effective.

Institutional duties relating to reasonable adjustments, anticipatory inclusion and accessibility are governed through this policy and the Institutional EDI Framework. Inclusive curriculum design, teaching practice and assessment approaches that support equitable participation are governed through the Inclusive Curriculum Framework (ICF).

Harassment, Bullying and Discrimination

UKMC adopts a zero-tolerance approach to all forms of harassment, bullying, victimisation and discrimination.

All members of the College community have the right to work and study in an environment free from intimidation, hostility or unfair treatment.

Unlawful behaviour on the basis of protected characteristics—age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation—is not tolerated.

The College:

- Investigates incidents fairly and promptly under relevant procedures.
- Provides support for individuals affected by harassment or discrimination.

- Promotes reporting through safe and confidential mechanisms.

All reports of unacceptable behaviour are handled with sensitivity, confidentiality and procedural fairness.

Reports of Harassment, Bullying or Discrimination will be reviewed in line with the relevant Sexual Misconduct Policy, and related disciplinary policies.

Training and Awareness

UKMC recognises that education and awareness are central to sustaining an inclusive environment.

EDI training is mandatory for all new staff and students during induction and is tracked via HR and on the staff portal area.

Continuing development opportunities include:

- Unconscious-bias and cultural-competence training.
- Inclusive-teaching and assessment-practice workshops.
- Leadership and management training with an EDI focus.

Managers and academic leads champion and model inclusive behaviours within their teams and areas of responsibility.

Participation in training is monitored through Human Resources and Learning and Teaching frameworks to ensure consistency and improvement across the College.

Monitoring, Oversight and Reporting

Monitoring and oversight ensure that EDI commitments translate into measurable outcomes.

The Equality, Diversity and Inclusion Committee (EDIC) holds institutional oversight of EDI implementation and performance.

Monitoring draws on equality data, student voice and quality evidence, including information reported through the Access and Participation Statement (APS), Course Performance Plans, and academic and professional service reporting routes defined in the Institutional EDI Framework. This ensures that equality considerations inform both institutional decision-making and academic enhancement.

Partnerships and External Relations

UKMC ensures that all partners, suppliers, and contractors uphold equivalent standards of equality, diversity and inclusion in their engagement with the College.

All contractual and collaborative agreements include clauses requiring compliance with equality legislation and institutional values.

UKMC works collaboratively with partner universities, employers and external organisations to promote inclusive practice, fair access, and mutual respect.

The College engages with local communities, professional networks and sector bodies to share best practice and contribute to advancing equity across higher education.

External providers and contractors are expected to participate in training and awareness activities where relevant to the delivery of college services.

Review and Policy Governance

The Equality, Diversity and Inclusion (EDI) Policy is reviewed annually, or sooner when changes in law, sector expectations or institutional structure require.

The policy is approved by the Executive Board and ratified by the Board of Directors to ensure compliance with governance and regulatory requirements.

The Equity, Diversity and Inclusion Committee (EDIC) oversees the ongoing evaluation of policy effectiveness and ensures recommendations arising from monitoring or Equality Analysis are implemented.

Revisions to this policy are communicated to all staff, students and stakeholders through official College channels and incorporated into the institutional governance framework.

Breach of Policy

UK Management College (UKMC) takes seriously any instances of non-adherence to this policy by students, staff, contractors, partners or visitors.

Instances of non-adherence are investigated, where appropriate, and may be addressed under relevant College policies and procedures, including but not limited to:

- The Staff Disciplinary Policy and Procedure for employees;
- The Student Conduct and Disciplinary Policy for students;
- Any related policies or contractual provisions governing external partners or contractors.

Staff and students may seek support or report unacceptable behaviours, including harassment, discrimination or victimisation, through UKMC's Report and Support mechanism or by contacting the Wellbeing and Human Resources Offices.

Formal complaints can be made through the:

- Staff Grievance Procedure (for employees);
- Student Complaints Procedure (for students);

both of which ensure fair, transparent and confidential investigation and resolution processes.

Any confirmed breach of this policy results in appropriate disciplinary action, which may include termination of employment, expulsion, or withdrawal of partnership or contractual arrangements, depending on the circumstances.

Equality Analysis

This policy is subject to Equality Analysis (EA) in accordance with the Public Sector Equality Duty (PSED) under the Equality Act 2010 and is reviewed at least every three years, or sooner if required by legislative or organisational change.

Equality Analysis at UKMC includes:

- Consultation with a wide range of stakeholders, including student and staff equity groups, the Equity, Diversity and Inclusion Committee (EDIC), and the Student Association;
- Engagement with the Academic Board and Executive Board to ensure alignment with institutional priorities and legal expectations;
- Input from recognised trade unions and staff networks representing protected or underrepresented groups;
- Data-driven evaluation of equality impact across policy areas to identify and mitigate disproportionate effects.

Linked Policies

This policy operates alongside complementary institutional policies that support equality, diversity, inclusion and respect across UKMC.

Together, these policies establish an integrated institutional framework that advances fairness, respect, accountability and inclusion in all College activities.

A suggestive list of linked policies is provided within the coversheet, however, UKMC is committed to embedding and reviewing all policies in line with EDI good practice.

Key Strategic Governance Documents

- UKMC Access and Participation Statement
- Institutional Equality, Diversity and Inclusion (EDI) Framework
- Inclusive Curriculum Framework (ICF)
- UKMC Quality and Academic Governance Framework