

Luminate Education Group Equality, Diversity and Inclusion Policy 2026/29

Applies to:	
Harrogate College	✓
Keighley College	✓
Leeds City College	✓
Leeds Conservatoire	✓
Leeds Sixth Form College / Pudsey Sixth Form College	✓
Luminate Group Services	✓
University Centre Leeds	✓

CHANGE CONTROL

Version:	5.5	
Approval route		
Approval committee (ELT, SELT, Board)	Date approved	Version
SELT	26 th January 2026	5.4
EDI Committee (for scrutiny)	24 th February 2026	5.4
Leeds Conservatoire Board of Directors	25 th June 2026	5.4
Group Board of Governors	27 th April 2026	5.4
Name of author:	Group Head of Equality, Diversity and Inclusion	
Name of responsible committee:	Equality, Diversity and Inclusion Committee	
Related policies: (list)	This policy does not stand alone. It sits within a wider ecosystem of policies and practices that influence equality, diversity and inclusion: • Recruitment and Selection • Bullying, Harassment and Victimisation • Staff and Student Disciplinary Policies • Assessment and Curriculum Design • Safeguarding and Prevent • Freedom of Speech • Flexible Working • Reasonable Adjustments / Disability Support • Complaints • Public Interest Disclosure ('Whistleblowing') • Staff Development and Appraisal	

Equality impact assessment completed	Date:	Jan 2026
	Assessment type ☒ Full ☐ Part ☐ Not required	
Environmental Impact Assessment Completed	Date:	Jan 2026
	☐ Yes ☐ No ☒ Not required	
Policy will be communicated via:	Internal comms CECIL	
Next review date:	April 2029	

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Why we have this policy:

1. The Equality Act 2010 protects people with the following characteristics from unfair treatment, discrimination and harassment:
 1. age
 2. disability
 3. gender reassignment
 4. marriage/civil partnership
 5. pregnancy/maternity
 6. race
 7. religion/belief
 8. sex
 9. sexual orientation

This policy shows what Luminate Education Group is doing to make sure equality, diversity and inclusion (EDI) is part of everything we do.

We are committed to ensuring that all staff, students and stakeholders are treated with fairness and respect. We go beyond our legal duty to create a working and learning environment that is inclusive for all.

2. It explains who is responsible, what the law says we must do and what we expect from everyone.
3. It is for all parts of the Group. That includes both Further Education (FE) and Higher Education (HE).

Who this policy applies to:

This policy is for everyone across Luminate Education Group, including:

1. Staff
2. Apprentices
3. Students
4. Board Members (Governors, Directors and Co-optees)
5. Contractors and Volunteers
6. Partners and Visitors

Where this policy fits:

This policy is one part of a bigger model made up of three layers:

1. The Charter: our shared values and promises
2. The Tools: practical information, advice and guidance
3. This Policy: our rules, responsibilities and legal duties

What we are committed to:

1. Fairness and equity for all
2. No discrimination against anyone
3. Celebrating difference and making everyone feel included
4. Respect and dignity in every part of our work
5. Making EDI part of teaching, learning, assessment, leadership, professional development, recruitment and decision-making
6. Going beyond minimum obligations to build a culture of inclusion in practice and experience

This policy links with our Group Strategy, Group People Strategy and Group EDI Strategy.

What laws and guidance we follow:

1. Equality Act 2010 - protects people from unfair treatment
2. Public Sector Equality Duty (PSED) - says how we must promote equality
3. OfS Rules for Universities (HE)
4. Freedom of Speech Act 2023 (HE)
5. Ofsted and DfE expectations (FE)
6. Local, national and industry guidance

Who does what: roles and responsibilities

Role	Responsibilities
Board Members Executive Leaders	• Help build a fair and respectful culture • Model the principles of EDI and inclusive leadership • Set the direction for EDI across the Group • Show active and visible support for inclusion • Make sure EDI is part of our strategy, planning and decision-making • Use data to check progress and improve inclusion • Ensure Equality Impact Assessments (EIAs) have been carried out where required, and to check that it is part of decision-making more broadly • Speak up if you see unfairness or discrimination
Senior Leaders Managers	• Help build a fair and respectful culture • Model the principles of EDI and inclusive leadership • Show active and visible support for inclusion • Own and lead on local EDI action plans • Use Equality Impact Assessments when making decisions • Support staff who take part in EDI work (like Champions and Forums) • Use data to check progress and improve inclusion • Make sure EDI is part of staff development, curriculum and services • Speak up if you see unfairness or discrimination
All Staff Apprentices	• Help build a fair and respectful culture • Model the principles of EDI

	• Show active and visible support for inclusion • Use EIAs when making decisions • Take part in EDI learning and development • Use EDI guidance to support your work • Speak up if you see unfairness or discrimination
Learners	• Help build a fair and respectful culture • Model the principles of EDI • Take part in inclusion activities • Share your ideas and experiences • Ask for help when you need it • Speak up if you see unfairness or discrimination
EDI Committee Central EDI Team EDI Champions (voluntary) Staff Forum Chairs (voluntary)	• Help build a fair and respectful and inclusive culture • Model the principles of EDI • Show active and visible support for inclusion • Use EIA guidance to support decision-making • Use data to check progress and improve inclusion • Help lead the Group's EDI work • Listen to staff and students and share their views • Create tools, resources and learning experiences to support professional and personal development • Speak up if you see unfairness or discrimination

How the policy will be used

1. EIAs will be done for new policies, plans and important decisions. We will carry out regular quality checks on EIAs to ensure they meet legal and organisational standards.
2. Each area of the organisation will have an EDI Action Plan to help make things fair and inclusive. EDI Action Plans will be included in Quality Improvement Plans and Service Plans. These will be monitored centrally to measure impact.

3. EDI will be part of teaching, learning, assessment, leadership, professional development, recruitment and decision-making.
4. Everyone will be supported to learn about EDI in a way that makes sense for their role.
5. All staff are expected to complete all mandatory training, and associated updates within agreed deadlines, on Learning on Demand.
6. The Group will share EDI news and updates through EDI Champions, C.E.C.I.L, emails, Teams, Google Chat, newsletters, staff forums and meetings.

How we check that EDI is working at Luminate

1. We write a progress report every year and share it.
2. We look at data and feedback (e.g. surveys, learner success rates, EIAs).
3. We listen to staff and student voices through forums, complaints and feedback.
4. We regularly review the tools and policy to make sure they're working well.

How you can report concerns and complaints

1. You can speak to your Teacher, Lecturer, Manager, HR, Safeguarding, Quality or the EDI team.
2. You are protected if you raise a concern. This is called no victimisation.
3. We keep your concerns private, unless it affects safety, the law or someone's wellbeing.
4. You will get support if you raise a concern.
5. There is a clear process to help sort things out.

What's next?

1. This policy is part of a bigger plan.
2. Next, we'll create an EDI Charter (our shared values) and EDI Tools (practical guidance).
3. These will be co-created with staff and students.

When the policy will be reviewed

1. This policy will be reviewed every 3 years, or sooner if updates are needed.
2. Equality impact monitoring will take place annually.

Who owns this policy

1. The Group Head of EDI owns this policy.

If you have any questions, or if you need help using this policy, you can contact the Central EDI Team by email: equality@luminate.ac.uk