



MLA
COLLEGE

Equity, Diversity and Inclusion Policy

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Sponsor: Principal and CEO
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Version	Date Approved	Author / Owner Approving Authority	Summary of Changes	Next Review Date
1.0	01 Nov 23	Rector	Initial release	01 Nov 24
2.0	01 Nov 24	Rector	No changes	01 Nov 25
3.0	01 Nov 25	Principle	Change in sponsor	01 Nov 26
3.1	24 Feb 26	Principal	Further expansion of definitions, amendments to wording in response to external advice from EDI consultant.	Nov 26

Contents:

1. Introduction
2. Definitions
3. Policy Statement
4. Responsibilities
5. Implementation

1. Introduction

1.1 This document outlines our policy and commitment to equality, diversity and inclusion for everyone within the MLA College community including employees, students, contractors and visitors.

1.2 This document also includes information on how the policy is implemented and how members of the College community are responsible for fulfilling these obligations.

1.3 This document also includes how we try to provide equality of opportunity for employees, students, contractors and visitors, information on support available to the College community, and a summary of the definitions of types of discrimination as set out in the Equality Act (2010).

1.4 This policy should be read in conjunction with the College's Complaints and Appeals Policy which provides guidance on reporting concerns or making a formal complaint.

2. Definitions

Harassment	A form of discrimination. Harassment is often unwanted behaviour based on someone's protected characteristic, sexual harassment or treating someone less favourably because they reject or submit to sexual harassment. Harassment can also happen without discriminatory motives.
Unwanted Behaviours	Behaviour which intends to, or has created the effect of, violating someone's dignity by creating a hostile, intimidating, degrading, humiliating or offensive environment.
Bullying	Unwanted and repeated behaviour that causes harm, distress, or intimidation to another person, whether carried out in person, online, or through other forms of communication.
Victimisation	Less favourable treatment of someone because they have made, or have helped someone else make, a complaint of bullying and/or harassment.
Protected Characteristics	Are the nine personal attributes protected under the Equality Act 2010, and it is against UK law to discriminate against someone based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation
Equity	Recognizing that people have different needs and circumstances, and providing support or resources accordingly so everyone has a fair chance to succeed.
Equality	Treating everyone the same by giving all people the same resources or opportunities
Diversity	The presence and valuing of differences among people, including differences in background, identity, perspectives, experiences, and abilities.
Direct -Discrimination	Treating someone unfairly or less favourably because of a protected characteristic, such as their age, disability, race, sex, or religion.
Indirect – Discrimination	When a rule, policy, or practice applies to everyone but unfairly disadvantages people with a particular protected characteristic.

Discrimination	Unfair or unequal treatment of a person or group based on protected characteristics such as age, disability, race, sex, religion, or other personal attributes.
Inclusion	Creating an environment where everyone feels respected, valued, and able to fully participate and contribute.

3. Policy Statement

3.1 MLA College is committed to fairness, equality of opportunity, and creating a respectful environment for all. We do not tolerate discrimination, harassment, or unfair treatment in any form.

3.2 We value diversity and recognise that different perspectives and experiences strengthen our community. We welcome and support students and staff from all backgrounds and are committed to building an inclusive environment where everyone feels respected, supported, and able to achieve their full potential academically, professionally, and socially.

- Opportunities are open to everyone, and decisions are based on merit and are free from bias.
- All of our employees, staff, contractors and visitors are treated with dignity and respect.
- Everyone within the College community feels empowered to be themselves.

3.3 We are committed to equality regardless of:

- Age
- Disability
- Ethnicity (including 'race', colour and nationality)
- Sex
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity (whether or not you are pregnant or have given birth recently).

4. Responsibilities

4.1 As a recognised institution of Higher Education, MLA College takes it's responsibility to create a safe environment where all can feel valued seriously. We do this by:

- Have a zero-tolerance approach to all incidents of abuse, harm and hate.
- Value diversity and promote equal opportunities.
- Promote respect and encourage good relations within and between groups.
- Promote an inclusive and harmonious place of work and study which is free of harassment, bullying, and intimidation.
- Prevent unlawful discrimination and victimisation.
- Ensure compliance with all applicable laws and regulations
- Take seriously and deal with situations where anyone has broken this policy.

4.2 The Chief Executive of MLA College, through the College Executive Group (CEG), has ultimate responsibility for making sure this policy is followed in full. Each department manager will deliver the equality commitments in their areas of responsibility.

4.3 The MLA College Rector and Vice-Rectors work to put this policy into practice on a day-to-day basis, and ensure that the College meets any reporting requirements as well as making sure the policy is updated as necessary to reflect UK equality law.

4.4 We expect all of our staff, students, contractors and visitors to adhere to this policy, and failure to meet these responsibilities may lead to civil action or criminal proceedings against an individual or an institution (or both).

4.5 Should evidence be found that harassment, discrimination, bullying or behaviours that threaten to undermine someone's dignity has occurred, the College will take swift and appropriate action through the appropriate structure, ultimately with responsibility being held by the College Board of Directors.

4.6 The College's Equality, Diversity and Inclusion Champion will report to the MLA Senior Management Group (SMG) to ensure that the College meets any targets and ensure the concerns of staff, students, contractors and visitors are reflected in College's policy and practice.

5. Implementation

5.1 To ensure that it meets its obligations under this policy, the College will:

- Ensure that staff, students, contractors and visitors are aware of this policy and related policies.
- Monitor and report on progress via the Equality, Diversity and Inclusion Committee.
- Consider equality, diversity and inclusion, in all policies, strategies and procedures to make sure that they promote equality and do not unlawfully discriminate.
- Ensure that the College community are provided with appropriate forums to discuss equality, diversity and inclusion issues and raise any concerns.
- Have procedures in place to support the fair appointment, promotion and development of staff.
- Ensure our Access and Participation Statement reflects fair selection, teaching and assessment of students.
- Provide managers and employees with appropriate equality, diversity and inclusion training and development.
- Provide information on our commitment to equality, diversity and inclusion in our job descriptions and student handbooks.
- Ensure our partners take steps to promote equality, diversity and inclusion and prevent discrimination.
- Make sure there are suitable resources in place to enforce this policy effectively.