

At Burnley College, we are proud to be a signatory of the Association of Colleges' Equality, Diversity and Inclusion (EDI) Charter. As an institution committed to excellence, opportunity and community, we recognise our responsibility to create a culture where every learner, apprentice, colleague, stakeholder and visitor feels valued, respected and able to thrive.

Our commitment to EDI is rooted in our belief that empowering individuals to be themselves—to embrace their uniqueness and to feel a deep sense of belonging—is fundamental to personal success and organisational strength. We understand that not everyone starts from the same place, and we commit to ensuring that the support, systems and environment within Burnley College acknowledge these differences and actively work to remove barriers.

## OUR COMMITMENTS

### Burnley College pledges to:

#### 1. Empower Learners and Staff

- Create an environment where individuality is recognised, celebrated, and nurtured.
- Build confidence and a sense of belonging for all by promoting respect, dignity and fairness.

#### 2. Remove Barriers to Access and Success

- Recognise that learners face differing starting points and experiences.
- Provide differentiated, timely and effective support so that all individuals can succeed academically, socially and personally.

#### 3. Ensure Equality and Respect for All

- Treat all learners, parents or guardians, staff, visitors, employers and partners with equality and dignity.
- Foster an environment that is physically, socially, digitally and economically accessible.

#### 4. Develop an Inclusive Teaching and Learning Culture

- Embed inclusive learning, teaching and assessment strategies throughout the College.
- Use data, learner voice and evidence to identify and close gaps and to continually refine our practice.

#### 5. Lead in Our Community

- Actively work within our local area to promote inclusion, challenge discrimination and enhance equality of opportunity.
- Position the College as a leader in fair access, outreach and inclusive practice.

#### 6. Promote Zero Tolerance of Discrimination

- Maintain a clear and consistent stance against all forms of discrimination, prejudice, harassment or hate.
- Ensure all staff and students are equipped to recognise bias and challenge discriminatory behaviour.

#### 7. Build a Culture of Continuous Learning

- Encourage open dialogue, reflection and growth across the College community.
- Commit to ongoing development, including training and professional learning, to enhance cultural awareness, anti racist practice and inclusive leadership.

### What This Means in Practice:

- Learners are at the heart of every decision we make.
- Our Learner and Staff Voice actively influence policy, communications and College processes.
- All who study or work here can participate fully and achieve their full potential.
- We proactively minimise physical, social, digital and economic barriers.
- Our environment remains welcoming, supportive and safe for all identities.
- We uphold high standards of teaching and learning as foundations for success.
- Every individual takes responsibility for demonstrating fairness, courtesy and respect.
- We fulfil our civic responsibility to the communities we serve.
- We remain open to change, continuous improvement and honest conversation.
- We celebrate diversity and the rich contributions of all members of our community.

### Measuring Our Success

We will measure the impact of our pledge through:

- Data analysis on participation, achievement and progression across learner and staff groups.
- Feedback from learners, apprentices, staff and stakeholders.
- Reviews of curriculum, policies and processes to ensure they promote equality and eliminate bias.
- Regular monitoring of accessibility and inclusion across all College environments.
- Annual reporting to demonstrate progress and identify future priorities.

### Our Core Values

