

Equality, Diversity, Inclusion and Belonging (EDIB) Policy

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Table of Contents

Regulatory Alignment with Office for Students (OfS) Conditions	1
Terms of Reference	1
1. Purpose	2
2. Scope	2
3. Definitions	2
4. Equality Impact Assessment	2
5. Policy Commitments	3
5.1 Equality of Opportunity.....	3
5.2 Inclusion and Belonging	3
5.3 Anti-Discrimination and Zero Tolerance	3
6. Governance and Responsibilities	3
6.1 Senior Management Team (SMT).....	3
6.2 Director of People & Culture / HR.....	3
6.3 Line Managers and Leaders	3
6.4 All Staff and Learners	3
7. Implementation Framework.....	4
7.1 Recruitment and Talent Attraction	4

7.2 Learning and Development.....	4
7.3 Culture and Belonging Initiatives.....	4
7.4 Reasonable Adjustments and Support	4
8. Monitoring and Reporting.....	4
9. Complaints and Redress.....	4
10. Responsible people / Roles include.....	4
List of people and contact.....	5
Role	5
Name.....	5
Contact Email	5
11. List of documents.....	5
10. Evidence	5

Regulatory Alignment with Office for Students (OfS) Conditions

This EDIB Policy forms part of the London Academy for Applied Technology’s governance framework and supports LAAT’s commitment to fair, inclusive and evidence-led people and academic practices across the institution.

The policy aligns with OfS Condition E1 (Effective Governance) by ensuring that equality, diversity, inclusion and belonging are subject to formal governance oversight through the Senior Management Team and the People & Culture Committee, with regular review of policy effectiveness and institutional risk.

The policy aligns with OfS Condition E2 (Effective Management and Processes) by establishing clear roles, responsibilities, monitoring expectations, complaint routes, and improvement actions to ensure that EDIB activity is implemented consistently and can be evidenced through institutional processes.

The policy also supports LAAT’s obligations under the Equality Act 2010 and wider sector expectations relating to access, participation, fair treatment, and inclusive culture.

This policy is informed by and compliant with the following applicable legislation and regulatory requirements:

- Equality Act 2010 and the Public Sector Equality Duty
- Office for Students (OfS) regulatory expectations relating to governance and equality of opportunity
- UK employment law governing discrimination, harassment, victimisation and equal pay
- Data Protection Act 2018 / UK GDPR

This policy also supports OfS Condition E6 by setting LAAT’s institutional expectations for preventing and responding to harassment, sexual misconduct, discrimination, victimisation, bullying, retaliation and abuse of power affecting students. Where a concern falls within the scope of harassment or sexual misconduct, it must be handled under the Sexual Harassment and Sexual Misconduct Policy and Report and Support Procedure, which remain LAAT’s single comprehensive source of information for E6 purposes.

Terms of Reference

1. Purpose

This policy sets out LAAT's standards, expectations and institutional commitments in relation to equality, diversity, inclusion, and belonging (EDIB). It is designed to ensure compliance with the Equality Act 2010 and relevant higher education expectations, while promoting fair, equitable and inclusive practice across academic and operational activity.

The policy supports LAAT's strategic ambition to be an employer and learning provider that is welcoming, fair, transparent, and equitable, where people feel respected, supported and able to thrive.

2. Scope

Who

This policy applies to all LAAT employees, including academic and professional services staff, as well as contractors, consultants, agency workers, volunteers, learners/students, and any other individuals engaged in work or study-related activity on behalf of LAAT.

What

The policy covers all aspects of employment, education and engagement with LAAT, including recruitment, learning delivery, performance, rewards and benefits, workplace culture, stakeholder engagement, and behavioural expectations.

Where

This policy applies across all LAAT sites and approved digital or online environments used for work, study, governance, or institutional engagement.

3. Definitions

Equality: Ensuring that every individual has fair access to opportunities and outcomes, with unjust barriers identified and addressed.

Diversity: Recognition, value and celebration of differences across identities, backgrounds, experiences and perspectives.

Inclusion: Creating safe, respectful, and participative environments where individuals feel valued and able to contribute fully.

Belonging: The sense of psychological safety, acceptance, and recognition that enables people to engage, contribute, and thrive.

4. Equality Impact Assessment

An equality impact assessment has been completed for this policy and confirms that the policy aligns with LAAT's mission, values and commitment to fairness, dignity and inclusive practice across academic and operational functions.

The assessment concluded that the policy does not unfairly disadvantage individuals or groups with protected characteristics. It has been reviewed to ensure that the language is neutral, respectful and consistent with UK higher education expectations, and that the policy does not discriminate, victimise, or introduce unlawful positive discrimination.

The assessment also confirms that the policy references lawful positive action where proportionate and appropriate, and that it has been informed by sector benchmarking, Equality Act 2010 guidance, CIPD principles and internal leadership consultation.

5. Policy Commitments

LAAT commits to the following principles and operating expectations:

5.1 Equality of Opportunity

- Actively reducing barriers linked to protected characteristics
- Ensuring transparent decision-making across recruitment, development and progression
- Using data to monitor representation and outcomes

5.2 Inclusion and Belonging

- Creating environments where staff and learners feel safe to raise concerns without prejudice
- Promoting respectful communication and anti-bias behaviours
- Celebrating diversity and cultural awareness across the institution

5.3 Anti-Discrimination and Zero Tolerance

LAAT will not tolerate discrimination, harassment, victimisation, bullying, or exclusion on any unlawful basis. Concerns will be handled seriously, fairly, and proportionately. LAAT will not tolerate retaliation, disadvantage or victimisation against any student, staff member, witness, reporting party or supporter who raises or participates in a concern relating to discrimination, harassment, sexual misconduct, safeguarding, whistleblowing or abuse of power.

6. Governance and Responsibilities

6.1 Senior Management Team (SMT)

- Provide visible leadership and accountability for EDIB initiatives
- Integrate EDIB into institutional strategy and planning
- Review progress and risks annually

6.2 Director of People & Culture / HR

- Own and review this policy
- Ensure alignment with law, OfS expectations and people practice

- Monitor key metrics and report progress to SMT and the People & Culture Committee

6.3 Line Managers and Leaders

- Implement inclusive practices within teams
- Address concerns raised by staff promptly and appropriately
- Participate in and promote EDIB training and awareness

6.4 All Staff and Learners

- Adhere to policy standards and expected behaviours
- Treat others with dignity and respect
- Participate in training, awareness and improvement activity where required

7. Implementation Framework

LAAT will operationalise this policy through the following areas:

7.1 Recruitment and Talent Attraction

- Use inclusive job design and selection approaches
- Monitor applicant diversity and outcomes
- Provide bias-aware training to hiring managers

7.2 Learning and Development

- Mandate EDIB awareness training for leadership and staff
- Provide guidance on inclusive teaching, feedback and assessment practices

7.3 Culture and Belonging Initiatives

- Establish regular forums for staff voice and feedback
- Promote cultural awareness days and inclusive events

7.4 Reasonable Adjustments and Support

- Provide appropriate adjustments for disability, religious observance and cultural needs
- Ensure support pathways are accessible and confidential

8. Monitoring and Reporting

LAAT will collect and analyse data on staff diversity, recruitment outcomes, progression, retention and grievances. Results will be reviewed by the Director of People & Culture / HR and reported to SMT annually.

LAAT will establish measurable performance indicators aligned to institutional strategy, action planning, and continuous improvement priorities.

9. Complaints and Redress

All complaints of discrimination or breaches of this policy will be recorded, investigated fairly and promptly, and resolved through transparent processes. Individuals raising concerns in good faith will be protected from

retaliation or victimisation. Where appropriate, matters may be referred to external regulatory bodies or specialist support routes.

10. Responsible people / Roles include

- **People and culture lead (policy owner): Ms Dedeepya Galla**
Policy oversight, culture development and equality compliance
- **Dean: Dr Manoj Ponugubati**
Strategic leadership on inclusive academic practices
- **Governance lead: Dr Abul Hossain**
Ensures policy implementation, compliance and reporting
- **HR manager: Ms Ginny Mishra**
Ensures fair employment practices and staff training
- **Student Wellbeing lead: to be appointed**
Supports inclusive student experience and wellbeing
- **Academic Staff**
Embed inclusive teaching and support student diversity

List of people and contact

Role	Contact Email
People and culture lead	Jai.sharda@laat.ac.uk
Dean	manoj@laat.ac.uk
Governance Lead	Mdabul.hossain@laat.ac.uk
HR Manager	Ginny.m@laat.ac.uk

11. List of documents

- Safeguarding policy
- Student Wellbeing policy
- Staff code of conduct
- Student code of conduct
- Data Protection Policy

10. Evidence

- EDI workforce and recruitment data
- Training completion records
- Student feedback survey
- Staff feedback survey
- Complaints, grievance and case records

- People & Culture Committee / SMT reports and minutes

Evidence Item	Purpose / What it Demonstrates	Relevant Framework
EDI workforce and recruitment data	Demonstrates that LAAT monitors representation, applicant flow, progression and related outcomes to identify barriers and support evidence-led action.	Equality Act 2010; OfS governance and equality expectations
Training completion records	Evidence that staff and leaders receive guidance on EDIB, inclusive practice, bias awareness and related behavioural expectations.	Effective management and workforce compliance
Student feedback survey	Provides insight into student experience, inclusion, sense of belonging and identifies areas for improvement in teaching, support and institutional culture.	OfS B1 (Academic Experience); B2 (Student Support and Engagement)
Staff Feedback survey	Demonstrates staff's perceptions of inclusion, fairness and organisational culture, supporting continuous improvement in workplace practices.	Equality Act 2010; Effective management and governance
Complaints, grievance and case records	Shows that concerns relating to discrimination, harassment, or victimisation are identified, reviewed, and addressed proportionately.	Fair treatment; institutional control
People & Culture Committee / SMT reports and minutes	Provides evidence of formal governance oversight, review of risks, monitoring progress, and approval of improvement actions.	Effective governance