



GREEN VALLEY ACADEMY

Equity, Diversity and Inclusion (EDI) Policy

Approved: October 2026

DOCUMENT CONTROL

Reference	GVA-22 (supersedes and expands the EDI provisions of the earlier Tier 1 framework)
Policy owner	Wellbeing Team Leader; governance by the EDI Committee
Approved by	Academic Board — 5 October 2026
Effective from	5 October 2026
Next review	August 2027
Applies to	All students, applicants, staff, members of the Board, contractors and visitors
Linked documents	Anti-Harassment and Bullying Policy; Disability Disclosure and Learning Support Policy; Access and Participation Statement; Admissions Policy; Sexual Misconduct, Sexual Harassment and Staff–Student Relationships Policy

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1. PURPOSE AND COMMITMENT

- 1.1** Green Valley Academy is a widening-participation institution established in one of the most diverse towns in England, and equity, diversity and inclusion are therefore not obligations appended to its work but the substance of it: the Academy exists to bring higher education to communities that higher education has historically passed by, and it can succeed in that mission only if every student and every member of staff can participate fully, safely and on equal terms. This policy sets out how the Academy eliminates unlawful discrimination, harassment and victimisation; how it advances equality of opportunity in admissions, teaching, assessment operation, support, employment, governance and procurement; how it fosters good relations across its community; and how it converts these commitments into monitored, accountable practice through data, equality impact consideration and annual reporting.

2. LEGAL FRAMEWORK AND KEY CONCEPTS

- 2.1** The Equality Act 2010 protects nine characteristics — age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation — and prohibits direct discrimination, indirect discrimination, discrimination arising from disability, failure to make reasonable adjustments, harassment and victimisation. The Academy prohibits all of these forms of conduct in every area of its activity, whether or not the particular activity is within the strict reach of the statute, and it applies the standards of the public sector equality duty as a discipline of good practice notwithstanding that it is not a public authority. The Academy further distinguishes, in all its planning, between equality of treatment and equity of opportunity: treating everyone identically entrenches disadvantage where people do not start from the same place, and the Academy's defining instruments — the integrated Foundation Year, the Personal Academic Tutor model, the wellbeing service and the support commitments of the Disability Disclosure and Learning Support Policy — exist precisely to give each student what they need to have the same chance of success.

3. COMMITMENTS TO STUDENTS

- 3.1** In admissions, applicants shall be assessed on merit and potential against published criteria only, in accordance with the Admissions Policy, with contextual understanding of the circumstances in which attainment was achieved; no protected characteristic shall influence any decision; and the accessibility of the admissions process itself — its language, its formats and its adjustments — shall be reviewed annually. In teaching and the curriculum, delivery shall be inclusive by design: materials, examples and case studies shall reflect the diversity of the communities the Academy serves, a natural strength of public health as a discipline in which population diversity is itself the subject matter; teaching practice shall be examined for inclusion through observation and student feedback; and assessment shall be operated under the University of Wolverhampton's regulations with rigorous impartiality. In student life, religious observance shall be respected in timetabling decisions and through quiet and prayer space at The Atrium; caring responsibilities shall be accommodated wherever the validated course permits; and the standards of behaviour protected by the Anti-

Harassment and Bullying Policy and the Sexual Misconduct, Sexual Harassment and Staff–Student Relationships Policy shall be enforced without fear or favour.

- 3.2** Above all, the Academy commits to equity of outcome as a monitored obligation: continuation, completion, attainment and progression shall be analysed by age, sex, ethnicity, disability and socio-economic marker every semester; any unexplained gap exceeding five percentage points between demographic groups shall automatically require a live action plan with a named owner and a review date; and the closing of such gaps shall be treated as institutional performance, reported to the Academic Board and the Board of Directors, and never explained away as the inevitable consequence of intake.

4. COMMITMENTS TO STAFF AND IN GOVERNANCE

- 4.1** In employment, recruitment, promotion, pay and development decisions shall be free from discrimination and structured against objective criteria, with diverse panels wherever practicable and with group HR oversight of every stage; flexible working requests shall be considered fairly and answered with reasons; family, caring and religious commitments shall be respected in the organisation of work; and the staff experience of inclusion shall be measured through the annual staff survey and acted upon. In governance, the Nominations and Governance Committee shall keep the composition, diversity and skills of the Board and its committees under annual review; the EDI Committee shall include student and staff representation as its terms of reference provide; and every member of the Board shall complete equality training as part of induction. In procurement and partnership, suppliers and contractors shall be required to meet the standards of the Equality Act, and external speakers and events shall be assessed under the events procedure so that the Academy's platforms are used consistently with this policy and with lawful freedom of expression.

5. MECHANISMS: IMPACT, DATA AND VOICE

- 5.1** Every new policy, every significant procedure and every major institutional decision shall be accompanied by a brief, proportionate equality impact consideration, recording who is affected, whether any group is affected differently, and what mitigation is applied; these considerations shall be retained with the decision record and reviewed by the EDI Committee, which may require a fuller assessment where the initial consideration discloses risk. Demographic data shall be collected at enrolment and through HR processes with clear purpose statements, processed under the IT, Data Protection and Data Security Policy, and reported only in anonymised and aggregated form, with small-number suppression so that no individual is identifiable. Student voice shall carry EDI intelligence into governance through the student representatives on the EDI Committee, through EDI questions in the survey calendar, and through published 'you said, we did' responses which demonstrate that what students report changes what the Academy does.

6. CONCERNS, BREACHES AND RESPONSIBILITIES

- 6.1** A student or member of staff who experiences or witnesses discrimination, harassment or victimisation may raise it through the routes in the Anti-Harassment and Bullying Policy — including the Report and Support Form, named or anonymous — or, in respect of service failures, through the Student Complaints route, and shall receive the support and protections those policies provide; breaches of this policy are conduct matters for students and staff alike and shall be addressed under the applicable disciplinary procedure. Responsibility for this policy is distributed and explicit: the Board of Directors holds ultimate accountability and receives the annual report; the Principal is responsible for resourcing and for visible leadership; the Wellbeing Team Leader leads implementation; the EDI Committee governs the monitoring programme, the equality impact regime and the annual report; every manager owns inclusion within their team; and every member of the community is responsible for their own conduct.

7. TRAINING, REPORTING AND REVIEW

- 7.1** Every member of staff shall complete equality, diversity and inclusion training at induction and annually thereafter, with completion recorded and reported; enhanced training shall be provided for managers, for staff engaged in recruitment and admissions decisions, and for investigators under the Anti-Harassment and Bullying Policy. The EDI Committee shall prepare an annual EDI report — covering the demographic profile of students and staff, the outcome-equity analysis and open action plans, training completion, anonymised case themes, and the year's equality impact considerations — for the Academic Board and the Board of Directors, with a summary published on the Academy's website. This policy shall be reviewed annually in light of that report.