



Equality, Diversity, and Inclusion Statement – Blackburn College

At Blackburn College, we are committed to fostering an inclusive and welcoming environment where everyone, regardless of their background, identity, or personal circumstances, can thrive and achieve their full potential. We value and respect the diversity of our students, staff, and the wider community, recognising that this diversity enriches our educational experience and strengthens our college community.

Our mission is to transform students' lives and the community through outstanding education, training, and support. This mission drives us to ensure that equality, diversity, and inclusion are at the heart of everything we do. We believe that education has the power to break down barriers, open doors, and create opportunities for all.

We are dedicated to promoting equality of opportunity and eliminating discrimination. Our commitment to equality, diversity, and inclusion is embedded in every aspect of college life, from our curriculum to our support services, and from our recruitment practices to our partnerships with local external stakeholders. We actively work to remove barriers, challenge stereotypes, and promote a culture of mutual respect.

As a forward thinking institution, Blackburn College strives to:

- Provide a safe and supportive environment where all individuals feel valued, respected, and included.
- Champion diversity in all its forms and celebrate the richness it brings to the college community.
- Foster a learning culture that actively challenges all forms of discrimination and inequality.
- Ensure our policies, practices, and services are accessible and responsive to the diverse needs of our students, staff, and stakeholders.
- Encourage dialogue and engagement across the college to promote understanding and celebrate difference.
- Monitor and continuously improve our EDI strategy, responding proactively to feedback, research, and changes in legislation.

Our commitment to equality, diversity, and inclusion is reflected in our policies, which promote fairness, tackle disadvantage, and ensure that every individual has the opportunity to succeed, regardless of their background.

Together, we are building a college community where everyone can feel confident, supported, and empowered to reach their aspirations, in line with our mission to transform students' lives and the community through outstanding education, training, and support.