



# NCG 2020-21

## ACCESS & PARTICIPATION STATEMENT

Our vocational Higher Education curriculum is developed with the needs of students and employers at its core with both playing an integral part in the development, assessment and validation of all new programmes. Additionally, we pride ourselves on recognising local needs and delivering an HE offer that provides opportunities for people to succeed.

Across our colleges, we are committed to embedding equality and diversity. This commitment starts with our Board with their commitment being shared with and owned by all staff. We manage diversity by recognising the variety of staff, students and stakeholders and by ensuring that their ability to access learning is enhanced. This includes, but is not limited to:

- Embedding equality, diversity and inclusion in all we do.
- Expecting each individual's commitment to equality.
- Promoting the recognition and acceptance of individual differences.
- Ensuring objective and fair policies and processes are in place.
- Ensuring that policies, practices and procedures promote equality.
- Managing in a way that makes all individuals feel valued and harnesses their potential.
- Encouraging a culture of empowerment through an environment characterised by open communication, participation and consultation and an absence of prejudice and discrimination.