EQUALITY, DIVERSITY AND INCLUSION

ANNUAL REPORT 2025/26

PRESTON VOCATIONAL CENTRE

Building Skills | Building Futures

Introduction

Equality, Diversity and Inclusion (ED&I) continues to be a high priority for Preston Vocational Centre (PVC). During 2025/26, PVC has continued to embed inclusive practice across governance, recruitment, employment and learner engagement.

A diverse and inclusive organisation is better placed to understand different perspectives, support its employees and learners, and make well-informed decisions. The PVC values include ED&I and are well embedded into all working practice and recruitment activities. PVC remains committed to removing barriers, encouraging participation and ensuring that people are treated fairly and with respect.

Progress during 2025/26

PVC completed nine of the thirteen actions in its 2025/26 ED&I Action Plan. The remaining four actions are ongoing and have clear arrangements for completion or continuation.

Recruitment has been a particular area of focus during 2025/26. Recruitment activity has been actively scrutinised throughout the year for fairness and inclusivity; job adverts encouraged applications from under-represented groups, gender-neutral language was utilised and our Disability Confident employer status was also promoted and an accessibility toolbar was added to the careers page on PVC's website.

Learners were also invited to provide feedback on their experience at PVC and to offer comments and no concerns were raised regarding the Centre's approach to equality, diversity and inclusion.

Our Workforce Profile

As at 31/07/26, PVC employed 11 members of staff and engaged two zero hours workers. The gender mix of our employed workforce is 45.45% female and 54.55% males. 18.18% of our workforce are from an ethnic minority background. The population of Preston has 25.6% ethnic minorities. We have 18.18% of employees under the age of 40 years, with 81.82% over 40 years. Our workforce has 18.18% of employees who have declared a disability or long term health condition.

Our Board Profile

We are proud to have a diverse Board of 8 Trustees made up of 37.5% females and 62.5% males. 12.5% of Trustees are from an ethnic minority background and 12.5% of Trustees have declared a disability. The average age of our Board of Trustees is 49 years.

The 2025/26 Trustee appraisal process was completed during the year and reported to the Board. Trustees raised no concerns about inclusivity, their ability to have their voices heard or their ability to challenge constructively at meetings.

Conclusion

PVC has made good progress against its 2025/26 ED&I Action Plan, particularly in relation to inclusive recruitment, accessibility, learner voice and Board culture.

Priorities for 2026/27

The following priorities will be carried forward into 2026/27:

- Complete annual ED&I training for all employees and Trustees through the new Learning Management System.
- Hold a Board Planning Day that includes direct engagement between Trustees and employees.
- Continue to scrutinise recruitment activity for fairness, inclusivity and gender-neutral language.
- Continue to promote Disability Confident status and encourage applications from under-represented groups.
- Continue to review website accessibility and the information available to prospective applicants.
- Continue to seek learner feedback and use it to inform Board decision-making.

Stephen Pickup, Head of Business Assurance
Published: September 2026

disability confident EMPLOYER

MINDFUL EMPLOYER