



**LONDON SCHOOL OF SOCIAL AND MANAGEMENT SCIENCES**

**EQUALITY AND DIVERSITY POLICY**



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## 1 POLICY STATEMENT

This policy outlines the commitments of the London School of Social and Management Sciences (LSMS), including the commitment of our Board of Governors, and senior management, to promote equal opportunities and work to prevent any unlawful or unfair discrimination and harassment in your place of work or study. It applies to all our staff and students.

We are committed to the principles of equal opportunities and respect for individuals in creating and maintaining an inclusive environment. We value and celebrate diversity: it is critical to achieving our strategic aims and long-term success. We work to recruit and develop employees and students from a wide range of backgrounds and promote an inclusive culture where:

- We provide a supportive and inclusive learning, working and social environment where everyone feels valued and can work to achieve their potential
- We offer opportunities that are open to everyone, and decisions are based on merit and are free from bias
- We work to make sure that all of our students, employees and visitors, as well as anyone who applies or wants to apply to work or study with us, are treated fairly and with dignity and respect, and do not face discrimination.

We are committed to providing equality for everyone, regardless of their:

- Age
- Disability
- Ethnicity (including race, colour and nationality)
- Sex
- Gender identity or reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity (whether or not you are pregnant or have given birth recently).

These are defined in the Equality Act 2010 as 'protected characteristics'.

To support our equality and diversity aims and values, and to meet our legal commitments, we have a number of linked policies, schemes and action plans, which support and form part of this overall policy.



## 2 COMMITMENTS

LSMS, as a School, is committed to:

- Value diversity and promote equal opportunities for everyone
- Promote respect and encourage good relations within and between groups
- Aim to meet the different needs of different groups, as appropriate, while promoting shared values
- Promote an inclusive and harmonious place of work and study where people respect others and where harassment and bullying, intimidation and violence are not tolerated
- Prevent unlawful discrimination and victimisation
- Meet our legal obligations
- Take seriously and deal with situations where anyone has broken this policy.

## 3 RESPONSIBILITIES

3.1 LSMS board of governors are responsible for:

- Implementing the policy in their area of responsibility
- Ensuring that all policies and procedures are consistent with this policy
- Actively promoting this policy
- Ensuring that the policy is integrated into the way we work and is not seen in isolation
- Ensuring that the recruitment of staff and students is carried out in accordance with equal opportunities best practice
- Ensuring Equality and Diversity communication and training within the company, and to students the programmes offered by our awarding bodies.
- Monitoring the performance of equality and diversity within the college and the programmes delivered.

3.2 Employees are responsible for:

- Promoting equality and diversity within LSMS
- Where appropriate and wherever possible, make a positive contribution in supporting our Equality and Diversity policy
- Reporting any known violations of this policy.



### 3.3 Students are responsible for:

1. Conducting themselves and treating others in accordance with the principals of this policy
2. Reporting any known violations of this policy to their Personal Supervisor or to their Course Coordinator.

## 4 PROMOTION OF THIS POLICY

A copy of this policy statement will be published on the LSMS website. LSMS will promote this policy to all staff and students via induction programmes.

## 5 STAFF AND STUDENT TRAINING AND AWARENESS

All staff members will be given appropriate equal opportunities training in order to carry out their responsibilities for implementing this policy. Students are given equal opportunities information at their induction. Student behaviour is continuously monitored, and where appropriate, challenged by staff. Training and awareness will be used as the first steps to tackle incidents of discrimination, harassment, or bullying. Where this proves to be ineffective, action will be taken under the appropriate staff or student disciplinary process.

## 6 POLICY REVIEW AND MONITORING

LSMS reviews programme participation and achievements within the annual self- assessment report and this will continue to be used to make judgements and inform improvement actions. This Policy will be reviewed annually; where appropriate, it will be revised in accordance with developments in LSMS and the wider community together with updates to equality legislation.