

The London Interdisciplinary School

Equality, Diversity and Inclusion Policy

Introduction

The School is committed to creating and sustaining a positive and supportive working environment and studying environment for our staff and students, where staff and student are equally valued and respected. We value the diversity of our staff and students and are committed to creating an inclusive culture. This is reflected in, and supported by, our vision and strategy, in our access and participation activities, our student conduct policy, admission and assessment procedures, our disability provision, and our employment policies and procedures. This Policy describes the School's equality, diversity and inclusion policy, including scope, principles and policies, and roles and responsibilities.

Legislative context

Under the Equality Act 2010, the School has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Scope

This policy is applicable to all staff and students of the School, as well as contractors. The principles of non-discrimination, equality of opportunity and good relations apply to the way in which staff and students should treat each other, applicants, visitors, contractors, service providers, suppliers, former staff and students, and any other persons associated with the functions of the School.

Principles and Policies

The School believes that diversity is our strength, and that excellence across all of our activities will be only achieved through recognising the value of every individual. We aim to create an inclusive environment that respects the diversity of our staff and students, and enables them to achieve their full potential, to contribute fully, and to

derive maximum benefit and enjoyment from their involvement in the life of the School. To this end, the School will:

- Seek to ensure that all individuals are treated equitably, regardless of gender, race or ethnicity, socio-economic background, disability, religion or belief, sexual orientation, gender reassignment, marital status, pregnancy or maternity, age, or any other inappropriate distinction.
- Comply with all legal obligations relating to equality and diversity.
- Ensure that consideration of equality, diversity and inclusion is embedded into all of the School's strategic, planning and policy decision-making. In practice, this will involve the completion of Equality Impact Assessments (EIAs) when creating or withdrawing policies, practices, procedures or services. The School's Equality Impact Assessment Guidance gives further details on the use and development of EIAs at the School.
- Promote diversity of student recruitment and eliminate bias of any kind, through our outreach and schools attainment and support activities, through our merit-based, contextual admissions process, and by monitoring our progress against our access targets and making changes to our activities and processes where appropriate.
- Promote equality of opportunity in student attainment, by: monitoring individual student progress and outcomes, taking into account contextual information, determining where there are inequalities of opportunity, and making interventions to address these; deploying a variety of student learning and personal support services; through our disability provision; and providing financial support to those students most in need.
- Promote diversity in our staff body by seeking to eliminate bias in our employment and performance management procedures.
- Promote an inclusive teaching and learning environment, where all individuals are treated fairly and respectfully, and are given equal opportunities to fulfil their potential.
- Have in place an effective data monitoring and analysis process that supports this policy.
- Ensure that managers and staff undergo appropriate equality training for their role, and that students are given information and training on our Equality, Diversity and Inclusion policy at induction.
- Involve staff, students and other stakeholders in the development and delivery of the School's equality objectives.
- Ensure that all contractors and service providers to the School are made aware of this policy and the School's expectation that they adhere to it.

All members of the School, including staff, students and contractors, share responsibility for the successful implementation of its equality, diversity and inclusion policy. Members of staff who are professionally involved in staff and student support recruitment, support, development and supervision have a particular responsibility to embed the principles of this Policy in all of their activities.

The School is committed to ensuring that all staff and students have equal access to the full range of institutional facilities, and that adjustments to working and learning practices are considered wherever reasonably possible, in order to accommodate more diverse community. The School's Disability Policy sets out the School's provision for disabled staff, students, applicants and visitors.

Any staff member or student who believes that they have been the victim of discrimination, bullying, harassment or victimization has the full right of protection under the School's Dignity at Work and Study Policy and Procedure. Any student or member of staff found to have unlawfully discriminated against or harassed an applicant, visitor, contractor, staff member or student will be subject to disciplinary action, including, where appropriate, dismissal for gross misconduct. Individuals who complain of discrimination have the right to do so without fear of victimization, and the School will make every effort to ensure this does not occur.

Roles and Responsibilities

The Board has ultimate accountability for compliance with the School's equality obligations. It will monitor the School's performance against its equality, diversity and inclusion objectives through the School's Annual Performance Review, and will determine any necessary changes to the School's management, operational, and strategic activities, or to its supporting policies and procedures.

The Equality, Diversity and Inclusion Working Group has overall formal responsibility, day-to-day operational responsibility for this Policy, and for its implementation. The Group is also responsible for:

- Considering all existing and emerging equality legislation, with a view to identifying relevant issues and responding to these within the School's policy.
- Monitoring, analysis and reporting on data relating to equality, diversity and inclusion;
- Designing and delivering training and campaigns for awareness relating to equality, diversity and inclusion;
- Providing advice, support and guidance to managers, staff and students on diversity and equality issues.

The Group has representatives from the Admissions, Student Experience, Teaching and Learning, and Human Resources departments, as well as a student representative elected by the student body, and it will meet at least quarterly.

Managers and teaching staff are responsible for:

- Ensuring that they give due consideration to equality and diversity in the conduct of the affairs within their spheres;
- Setting a good example to their staff and students by treating others with equal dignity and respect;
- Challenging and correcting any inappropriate behaviour or discrimination;
- Ensuring that their staff and students know how to report bullying, harassment, intimidation or discrimination (with reference to the Dignity at

Work and Study Policy and Procedure), and ensuring that they are not victimised if they do so.

All staff, students and contractors (“members” of the School) are responsible for:

- Being mindful of this policy and the related Dignity at Work and Study Policy and Procedure;
- Challenging any inappropriate behaviour or discrimination;
- Reporting inappropriate behaviour or discrimination in accordance with the Dignity at Work and Study Procedure.

Review and Update

This policy will be reviewed annually by the Board and may be amended from time to time to reflect any changes to relevant legislation.

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Related documents: (eg associated forms, underpinning processes, related policies or overarching policies)	Code of Ethical Conduct Anti-Bribery and Corruption Policy Dignity at Study and Work Policy and Procedure Disability Policy

Version Control			
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1	Hannah Kohler	13/01/2019	Original draft