



London College of Business Studies

EQUALITY & DIVERSITY POLICY

Final Review Date: September 2023

Next Review Due: September 2024

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Introduction

London College of Business Studies is a higher education College and we need to help our students take up employment in a diverse setting. Therefore, we need to educate and develop all our students and staff to adopt an international outlook, to operate across cultures and to take an inclusive view of the opportunities before them. We believe that raising awareness of, and respect for, difference on an international scale will also encourage better understanding and management of the talents of all our staff and all our students.

London College of Business Studies has a considerable ratio of students and staff from diverse cultures. We will use the potential of this diversity when we implement our equality and diversity policy to support staff and students, raising awareness and taking action to:

- focus on career aspiration;
- challenge behaviour;
- take positive action.

Focusing on career aspiration

We want to develop the knowledge, skills and wisdom of our staff and students and progress them to professional employable people within a global economy and labour market.

Through the achievement of a higher education qualification we aim to improve student self-esteem - raising aspiration for promotion and development throughout their career.

We also aim to create an environment of ambition and tenacity - fostering this for all staff and students. Our managers must demonstrate their appreciation of the contribution of all staff. Our teaching staff will show they believe in the potential of our students and have high expectations of them.

Challenging behaviour

We aim to create a tolerant community where freedom of belief and expression can be relied upon and where human rights are ensured. Our codes of conduct will emphasise the value of being non-judgemental where difference is perceived and will show how rights are balanced with responsibilities.

Race, religion, sexual orientation and gender relations can provide trigger points for prejudice, discrimination, harassment and aggression that cannot be legislated out of existence in a single community. At London College of Business Studies we challenge

behaviour and require staff and students to accept and respect the practices and dignity of all our colleagues and students.

Our staff and student community already bring a wide perspective to international cultures. But we must improve the confidence of staff and students, effectively and proportionately, to challenge and eliminate discriminatory and prejudicial behaviour.

Taking positive action

Nurturing the talent of all students and staff will be led by our Board of Trustees, the Principal and senior management. They must positively champion the equality objectives and be accountable for reaching our goals. Our overall goals and the specific equality objectives below cannot be realised without positive action taken legitimately under the law.

In addition to internal groups, including our Student Representatives meetings, we also hope to work with external networks and with local and regional communities as part of our strategy to support social and economic regeneration, inclusion and cohesion.

We use our policies to ensure equality of opportunity in academic achievement and career progression, linked directly to the equality objectives below and championed by staff and students at the college. We have the highest expectations of our students, emphasising to them that they should aim for the best in academic achievement and professionalism. We want to ensure that our students do not just get a job but gain employment in highly competitive global markets with respected firms and companies or have the confidence to set up businesses or take a lead in the public or voluntary sector.

We will provide quality assured learning and teaching that recognises the diversity of our student and staff community at the College. The student experience will be enhanced towards inclusivity and good service for all.

To achieve for our students, we need similarly high expectations for our staff and we aim to develop an outstanding workforce. A quality assured approach in selecting staff, then training, developing and promoting and rewarding our staff. We will challenge any attitude that perpetuates the status quo.

London College of Business Studies Equality and Diversity objectives;

1. Diversity baseline and targets:

- If required, conduct a gap analysis using our data to identify our equality baseline position among students and staff
- Identify our starting point and agree, in consultation with staff and students, our targets and actions to improve the diversity at the College

2. Equality of Achievement/ Outcomes

- To conduct a baseline analysis and external benchmarking of our student achievement and outcomes by ethnic and diversity characteristics
- Identify our starting point and agree, in consultation with staff and students, our targets and actions to improve the success rates for students and staff from groups with protected characteristics

3. Teaching and Learning Styles

- To audit the curricula and teaching and learning styles to ensure that students experience methods of learning to meet their needs
- To identify areas for modification and change to meet the needs of the diversity of our students