

Westminster Kingsway College

Equality and Diversity – Equality Policy Statement

1. Introduction

1.1 The College's strategic plan quotes that:

"Westminster Kingsway College aims to meet the diverse needs of the London population and economy by providing a learning environment in central London that promotes a commitment to lifelong learning and the development of skills for all."

1.2 This policy provides an overall statement on the College's approach to equality matters.

2. Mission

2.1 The College's approach to equality not only supports and reinforces these values and mission but is integral to their implementation.

"Empowering individuals, Enabling communities, Equipping employers, Educating for life"

2.2 The College vision includes being "excellent, to value diversity, to be a force for social cohesion and urban renewal and by making its contribution to the national skills agenda, to contribute also to the economic prosperity of its local communities and region".

The College **strives** to uphold its core values, which are:

- Support
- Togetherness
- Respect
- Integrity
- Value-Adding
- Enjoying

3. Aims

3.1 To promote Equality in all aspects of College activities.

3.2 To recognise and to work to remove the institutional barriers that prevent equal access for students and staff.

3.3 To prevent the inappropriate prejudices of individuals being translated into institutional practice or policy.

3.4 To offer an environment which is safe, supportive and sensitive to the diverse needs of students and staff so that all can achieve their full potential.

3.5 To recognise and develop systems of support which will enable access for all and empower staff and students.

4. Principles

- 4.1 **College Ethos:** The College has a clear commitment to Equality and valuing Diversity, the College will aim to make this commitment recognised by all College users and the wider community.
- 4.2 **Admissions:** The College will ensure that all staff involved in admissions continues to develop awareness and the necessary understanding, which recognises the diversity of the student body. People of a particular ethnicity, gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, age, unrelated criminal convictions, social background and trade union membership or people with a learning difficulty or disabled individuals will not be excluded for any unjustifiable reason. The College will take positive steps to ensure that the process does not disadvantage individuals.
- 4.3 **Support and Access:** The College will work to fulfil the aims of its equality policy in terms of physical access to pastoral services.
- 4.4 **Employment of Staff:** The College will promote, maintain and extend a fair working environment for all employees and develop policies and practices to promote equality in employment.
- 4.5 **Curriculum:** The College will provide a curriculum that meets the needs of and encourages full participation by all students in every aspect of College life. The curriculum will also recognise the cultural and social diversity of society as a whole.
- 4.6 **Training and Development:** Training and Development will actively support the commitment to an Equality policy and the delivery of the policy.
- 4.7 **Resources:** The College commitment to Equality and Diversity will be reflected in the resources given to the implementation of the policy.
- 4.8 **Monitoring and Evaluation:** The Equality Policy will be regularly monitored in order to evaluate the effectiveness of its implementation; Equality will be included in all monitoring and evaluation procedures of the College

This policy is an integral party of the Equality Policies for both staff and students to enable the successful implementation of the College's aims, objectives and action plan in equality and diversity.

