



LONDON
COLLEGE OF
INTERNATIONAL
BUSINESS
STUDIES

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Equality and Diversity Policy

Policy Name:	Equality and Diversity
Date Created:	Jan 2017
Review Date:	Jan 2018
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Introduction

All Universities must adhere to the Equality Act of 1 October 2010 and subsequently the Public Sector Equality Duty, April 2011, which replaces the separate equality duties of race, disability and gender.

The Equality Duty covers the protected characteristics that are recognised within the Equality Act

- age
- disability
- gender reassignment (and identity)
- pregnancy and maternity
- race (inc. ethnic or national origin, colour or nationality)
- sex
- sexual orientation
- Marriage and civil partnerships

1. Policy

The London College of International Business Studies (LCIBS) is committed to promoting equality and diversity, providing an environment that is inclusive and supportive for all its prospective Students, enrolled students and staff. We aim to achieve this by:

- Treating all solely on the basis of their abilities their potential, regardless of their age, disability, gender identity, marriage civil partnership, and pregnancy or maternity, race¹, religion or belief, sexual orientation, trade union membership or non-membership, socio-economic background, or any other inappropriate distinction.
- Promote diversity and equality for prospective students, enrolled students and staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds.
- Promote and sustain an inclusive supportive learning and work environment which upholds the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.
- Treat all staff and students be they part-time or full-time equally
- We will challenge all inequality and any less favorable treatment, wherever practicable

¹ Race is defined in law as including colour, nationality, and ethnic or national origin



- Ensure that all individuals experience the same opportunities for development and to achieve their own learning or career goals
- Promote an environment that is free of harassment and bullying for all staff, prospective students, enrolled students, staff and visitors

2. Responsibilities

At LCIBS the Academic Dean, Head of Quality and Registry and the Assistant Dean for Student experience have joint responsibility for the implementation and monitoring of the policy. Each managing the policy from their respective areas of work and forming the Equality and Diversity Committee between them (and including a committee secretary). The committee will also be overseen by the Advisory Board. The committee will meet twice a year.

3. Monitoring

Monitoring will be undertaken in respect of gender, age, race/ethnicity and disability in relation to admissions, course documentation, retention, progression, qualification outcomes, complaints, appeals and harassment cases in order for the college to help identify and address any unjustified less favorable treatment and/or inequality.

4. Admissions

The college welcomes applications from students irrespective of background. Please see the colleges [admission procedure](#) if a prospective student feels that they have been unfairly treated they can engage with the colleges appeals or [compliant procedure](#) whichever is relevant.

5. Teaching, Learning and Assessment.

Course and module development and assessments will take into account equality issues where relevant; specifically in relation to protected characteristics as stated in the Equality Duty

6. Related Policies

All the Colleges policies and procedures will be reviewed to ensure that they comply with the Equality and Diversity policy and have considered the implication of protected characteristics.