Equality, Diversity and Inclusion Policy

The University of Law

LCCA London College of Contemporary Arts

SUMMARY

This policy provides information about our commitment to creating and supporting a diverse and inclusive learning and working environment at The University of Law. We promote mutual respect and the development of an inclusive culture, as stated in our Values.

We are committed to equity and equality of opportunity for all. We aim to ensure all our staff, students and visitors, current and prospective, are not unlawfully discriminated against by the University, on the basis of their identity under the following protected characteristics as defined in the Equality Act (2010):

- age;
- religion or belief, including lack of religion or belief;
- disability;
- race (including colour, nationality, and national or ethnic origins);
- sex;
- marital status, including civil partnership;
- gender reassignment;
- pregnancy and maternity; and
- sexual orientation.

The University recognises that there are additional groups at risk of targeted or structural discrimination, exclusion and/or harassment. This policy extends to individuals or groups which we recognise to be underrepresented, who may have specific access or inclusion requirements or may be particularly vulnerable to less favourable treatment.

To this end, we embrace diversity by promoting an open, inclusive and supportive working environment where people are treated fairly and with respect. We want our people to achieve their full potential and contribute to the success of the University.

When you have read this document, please do not hesitate to contact the Equality, Diversity and Inclusion Team who can provide further advice and guidance in relation to this policy. This is in addition to the usual assistance available through your Line Manager, People Business Partner or the Student Support Services.

TABLE OF CONTENTS

1.0	**PURPOSE & SCOPE**	**3**
2.0	**RESPONSIBILITIES**	**3**
3.0	**INTRODUCTION**	**4**
4.0	**AWARENESS AND UNDERSTANDING**	**4**
5.0	**COMMITMENTS**	**5**
6.0	**IMPLEMENTATION**	**6**
7.0	**MONITORING AND EVALUATION**	**6**
8.0	**AGREEMENT TO FOLLOW THIS POLICY**	**6**

1.0 PURPOSE & SCOPE

1.1 This policy applies to all those who are students and employees of The University of Law and any subsidiaries (the University), other applicable groups (which includes, consultants, contractors, volunteers, casual workers and agency workers) and those applying for employment.

1.2 This Policy has been informed by:

1.2.1 the Equality Act 2010 which legally protects people from discrimination in work and study, and in the wider society.

1.2.2 The Quality Assurance Agency's Quality Code for Higher Education, specifically the Advice and Guidance on Enabling Student Achievement. The QAA's Quality Code is the definitive reference point for all UK higher education institutions and sets out how academic standards are established and maintained and how the quality of learning opportunities is assured and enhanced.

1.2.3 Best practice procedures and published research where available.

1.3 We aim to provide guidance to members of the University community as to how we expect the content of this policy to be adhered to.

2.0 RESPONSIBILITIES

2.1 The University, through the Quality Assurance and Academic Standards and the Executive Board, should have overall responsibility for implementation and compliance with the policy. Day-to-day operational responsibility for this policy and its implementation has been delegated to the Equality, Diversity and Inclusion Team.

2.2 Colleagues and students at the University have a responsibility to read and understand this policy, and challenge and report behaviours which are in breach of the policy, in a safe manner.

2.3 Managers have the responsibility to:

2.3.1 treat all members of the University with dignity and respect and challenge unacceptable behaviour

2.3.2 ensure all colleagues and students are aware of this Policy, know how to report unlawful discrimination, harassment or bullying, and ensure that reporting incidents does not result in victimisation

2.3.3 present their colleagues with information (or knowledge about where to find such information) about employee rights as defined within the scope of the University policies

2.3.4 deal with complaints fairly, thoroughly, quickly and confidentially.

2.4 The University will maintain appropriate monitoring and evaluation processes in respect of the arrangements and resources which enable students to develop their academic, personal and professional potential.

3.0 INTRODUCTION

3.1 The University is committed to equity and providing an environment where everyone is treated with respect and dignity. We want our colleagues and students to reflect the diversity of the regional, national, and international communities that we provide for. Our Values assert our commitment to mutual respect and the development of a fair and inclusive culture.

3.2 The University recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success. The University is committed to providing an environment in which our colleagues and students can achieve their potential.

3.3 We are committed to equality of opportunity for all, irrespective of age, religion or belief, disability, race (including skin colour, nationality, national or ethnic origins, and racial or ethnic groups), sex, gender reassignment, marital status, pregnancy/adoption, or sexual orientation. We commit to taking active measures to investigate and eliminate discrimination against an individual or group of people:

3.3.1 directly based on their personal characteristics (or perceived characteristics) as described in the Equality Act 2010

3.3.2 indirectly through their association with individuals/groups who identify under one or more of the protected characteristics as described in the Equality Act 2010

3.3.3 recognised as disadvantaged in their access and participation in higher education and employment

3.4 We aim to ensure our academic and People policies and practices are designed to provide a framework which makes our values and expectations clear, delivering fairness and consistency of approach. We place great emphasis on teamwork and co-operation and the benefits they provide to both the individual and the University.

4.0 AWARENESS AND UNDERSTANDING

4.1 Each of us has a responsibility for ensuring that our attitude and conduct are in accordance with this Equality, Diversity and Inclusion Policy and our Values. It is the responsibility of everyone at the University to encourage and sustain a culture which welcomes diversity and supports the principles of equality, and an inclusive university.

4.2 There is a strong business and ethical case for embedding equality and promoting diversity and inclusivity within the University. Our university community has identified that:

- Our colleagues, students, and partners expect it
- We can attract and retain the most talented people
- It will be a pleasant place to work and study
- It is in line with what we do, our vision and values
- It will make the University more successful and improve our performance, both individually and collectively
- It is the right thing to do

4.3 The University conducts all its activities accordingly, but recognises that the following areas are of particular significance with respect to this policy:

4.3.1 the admission of students

4.3.2 the recruitment of colleagues

4.3.3 the management and development of colleagues

4.3.4 approaches to teaching, learning and assessment

4.3.5 the provision of academic support, student support and administrative services

4.3.6 the monitoring and evaluation of the student experience, student outcomes and student success

4.3.7 the governance and management of colleagues, students, and facilities

5.0 COMMITMENTS

5.1 Our commitments to ensure a diverse, inclusive place of work and study which provides equality of opportunity are:

5.1.1 to embed the principles of diversity and creating an inclusive work and learning place for everyone and raising awareness of our own responsibilities in this regard.

5.1.2 to develop and maintain an open, fair, and inclusive university, which encourages mutual respect and promotes diversity.

5.1.3 to enable colleagues and students to understand the importance of equality of opportunity, equality of outcome, inclusion and diversity.

5.1.4 to prepare students to understand, work within and serve a diverse community.

5.1.5 to provide a physical and online environment free from harassment and bullying, where everyone is treated with dignity and respect. Any colleague or student experiencing bullying, harassment or victimisation is protected by our Dignity at Work and Study Policy.

5.1.6 to assess the impact of our policies, plans and procedures and ensure these as far as possible promote equal opportunities and diversity, and eliminate any form of discrimination.

5.1.7 to have an effective data collection, analysis and monitoring process and to encourage our community to ensure the equality data they provide is correct and up-to-date.

5.1.8 to involve our colleagues, students and stakeholders in the identification and delivery of our equality, diversity and inclusion objectives, through constructive forums and feedback channels.

5.1.9 to ensure training on diversity and inclusion is offered to all colleagues and students as part of induction and development.

6.0 IMPLEMENTATION

6.1 This policy will be made available to all colleagues, students and stakeholders (including contractors and service providers)

6.2 All colleagues and students are expected to read and understand the concepts which underpin this policy.

6.3 Specific guidance documents to support the implementation of this policy will be created.

6.4 The University community shares responsibility for the implementation of this policy.

7.0 MONITORING AND EVALUATION

7.1 The University uses the following mechanisms to monitor issues relating to equality, diversity and inclusion

7.1.1 The University's Widening Participation and Access Subcommittee of the EdReS has the specific role of articulating and systematically reviewing and enhancing provision to ensure that students from all backgrounds are supported to access, succeed in, and progress from University of Law programmes. It will have a particular focus on provision for students from disadvantaged backgrounds and groups under-represented in higher education generally and/or specifically at the University of Law

7.1.2 The University's Annual Monitoring Process, which considers:

- a critical appraisal of the quality and delivery of a programme
- data relating to student enrolment, progression and achievement
- student feedback; complaints and reports from our Report and Support Platform
- issues (supported by quantitative and qualitative data) in relation to student demographics or protected characteristics,
- appropriate actions to set and monitor

7.1.3 The University's Equality, Diversity and Inclusion Executive Group, chaired by the Pro Vice-Chancellor Student Success, Diversity and Inclusion, will regularly monitor data, identify changes and trends in the data and review the impact of measures implemented to support our equality, diversity and inclusion aims.

7.2 Monitoring will also include assessing how the Equality, Diversity and Inclusion Policy, and any supporting action plans, are working in practice, reviewing them annually, and taking action to address any issues

7.3 All data used as part of the monitoring and evaluation process will be managed in accordance with the Data Protection Act 2018 and the EU General Data Protection Regulations (GDPR).

8.0 AGREEMENT TO FOLLOW THIS POLICY

8.1 The Equality, Diversity and Inclusion Policy is fully supported by the Executive and has involved consultation with trade union, student union, student and employee representatives.

CONTROL DOCUMENT INFORMATION

Version history:

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Sign off history:

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