

Overseas Registration Exam (ORE) Part 1

Policy and Procedures

Equality and Diversity

1. INTRODUCTION

1.1 King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the College's commitment to equality and diversity:

- a) To provide and advance equality of opportunity in all areas of its work and activity.
- b) To recognise and develop the diversity of skills and talent within its current and potential community.
- c) To ensure that all stakeholders (internal examiners, external examiners, candidates) are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment because of a protected characteristic¹.
- d) To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation.
- e) To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

2. DEMONSTRATING COMMITMENT

2.1 In order to ensure that the College is able to commit to its equality and diversity principles, it has set out a programme of activity in four key areas:

- a) **Policies and Statements:** The College has developed a number of key policies and strategies to ensure that equality and diversity becomes embedded into every aspect of the College. These policies are reviewed regularly.
- b) **Monitoring:** Analyses of equality monitoring data on candidate processes are undertaken to identify any notable findings and to mitigate any adverse impacts.

The College also operates a programme of Equality Analysis to consider how the College's policies, processes, and practices affect people with different protected characteristics in different ways.

- c) Training: Dedicated equality and diversity staff deliver a range of courses and learning interventions across the College, to ensure that all members of the KCL ORE team are aware of relevant legislation and its impact on their work; how to eliminate discrimination and advance equality of opportunity.

- d) Networks: Three equality and diversity related network groups have been established, each with a distinct focus and remit: Black and Minority Ethnic (BME) staff network; Lesbian, Gay, Bisexual and Transgender (LGBT) network; and the Women's network.

3. LEADERSHIP AND MANAGEMENT

3.1 In order to ensure that the College is able to commit to its equality and diversity principles, it has set out a programme of activity in three key areas:

- a) Responsibility for ensuring that the College fulfils its legal and statutory duties in respect of equality and diversity is devolved by the College Council to Audit Committee. The Principal's Central Team also receives regular reports to ensure that senior management are informed about their responsibilities in this respect.

- b) Management responsibility for equality and diversity resides within the Governance Support Team in Academic Services. The Disability & Dyslexia Service provide direct support services to students and staff of the College and advise on all disability related issues.

- c) The College recognises that all of its members have a duty to support and commit to its equality and diversity principles to ensure that these are embedded within College policies, procedures and practices.

4. FURTHER INFORMATION

4.1. More detailed information on equality and diversity work and activities at the College can be found at its dedicated web pages on the College web site:

<https://www.kcl.ac.uk/hr/diversity/index>

Approved by Principal's Central Team 4 October 2010; updated version approved by the Head of Administration and College Secretary 16 February 2012.

¹ The 'protected characteristics' in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.