

# Diversity & Inclusion Statement of Policy

*King's College London is committed to creating an inclusive environment that promotes equality of opportunity for everyone in its community. King's values the diversity of its staff and student body, and recognises that this is both a strength and a defining feature of King's as a London university in a global context.*

Diversity and inclusion are cornerstones of [King's Strategic Vision 2029](#). A key guiding principle of this vision is to create an inclusive environment where all individuals are valued and able to succeed. King's aims to embed inclusion in its practice and culture to provide an extraordinary student experience and to be an employer of choice. King's will not tolerate discrimination, victimisation or harassment.

The Equality Act (2010) underpins all of the university's work. It protects the rights of individuals on the basis of specific characteristics and sets out which behaviours are unlawful. Under this Act, the following characteristics are protected by law: age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

At King's, the definition of diversity encompasses and goes beyond the characteristics protected by law to include everything that makes us unique, from our backgrounds and experiences to our personalities and ways of thinking. Additionally, King's recognises the intersections between different elements of individuals' identities and experiences, acknowledging that there may be multiple factors that affect people's sense of belonging.

This commitment to inclusion means that King's will create an environment where differences are not just respected, but also valued and celebrated. Everyone should be able to bring their whole self to King's, without having to downplay or change elements of their identity. King's will identify and remove barriers to inclusion.

All King's students, staff and affiliates are responsible for meeting these commitments to value diversity and create an inclusive environment. King's will support and equip all members of its community to do this, embedding inclusion throughout the university's policies, procedures and practices.

King's is committed to taking the required actions to support this Statement of Policy. To achieve equality of opportunity, King's recognises that to be treated fairly, sometimes people need to be treated differently. For example, students with Specific Learning Needs may require adjustments in their assessment process. King's will evaluate the impact of the actions it takes and will publish information on its progress as part of annual diversity and inclusion reporting.

King's is currently refreshing its approach to diversity and inclusion. As part of this, King's is reviewing all related policies; these will set out the university's commitments and support all members of the King's community.

If you have any questions about diversity and inclusion at King's, please contact the Diversity & Inclusion team at [diversity@kcl.ac.uk](mailto:diversity@kcl.ac.uk).

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