



Equality and Diversity Statement

As a social enterprise, we have a wider commitment to the communities we serve. This commitment goes beyond providing courses to support our students into brilliant careers, but to use our experience, expertise, and resources to build strong, sustainable communities that are economically and socially prosperous.

Our commitment to equality and diversity is reflected in our new vision and values from our 2019-2024 Group strategy.

Vision

Our vision is to maximise our impact on the people and places we reach as an education provider. We will strive to change people's lives, creating social value and promoting social mobility in every community we work with.

Our approach to supporting our community ensures that we can embed our commitments to equality and diversity within all the work we do, working alongside our employer partners and local authorities so that we can have a greater impact on our staff, students and local area.

By sharing best practice alongside similarly dedicated organisations, we can continuously reflect on our practices to ensure that we continue to provide our staff and students with an inclusive environment where they can achieve their maximum potential.

We proudly celebrate the diversity of our staff and students. 47% of our students are BAME backgrounds and in September 2019 the College's BAME staff profile was 24%. We are committed to providing a range of support and resources to ensure that we can maximise the success of all our learners.

Our full objectives and commitments can be found in our Equality and Diversity statement here https://www.lsec.ac.uk/equality_diversity

Values

Our values are shared across our staff and students across the London and South East Education Group, which includes our College, Multi Academy Trust and Apprenticeship Charity - London Skills for Growth.

Each of our values promote equality and diversity in the following ways:

Stand out – *We will stand out. We are a good education group with outstanding features.*

Keen to innovate, we create social value and push the boundaries to achieve more.

By innovating to achieve more, we will reflect on what we do to seek out ways in which we can improve the equality and diversity of College practices.

Teamwork – *We are a team. Together we get the job done. Together we achieve our goals.*

It is everyone's job to step in and help.

As a team, we get more done when everyone feels welcome and no one is discriminated against. By creating an inclusive environment, we can help improve the lives of our staff and students by making everyone feel welcome.

Accountable – *We own our actions. We take responsibility. We are accountable for the decisions we make and how these affect others. We own this.*

By being accountable we are open to accept that our attitudes may need to change and that we can always do more to improve equality and diversity, both personally and as an organisation.

Respectful – *We respect everyone - full stop. Diversity is valued and we maximise this as a talent and strength.*

Over the next five years, we hope to build upon this strength to ensure that our equality and diversity practices are constantly improving.

Striving – *Every day we strive to be better. To achieve more. To continuously improve, in all that we do. Individually, and as a group.*

Learning is at the heart of everything we do, this includes striving to be better. We strive to learn from our peers to understand ways in which we can be more inclusive and do what we can to promote equality for all.

As we progress with our Group Strategy, we will be developing a series of programmes to support equality and diversity across the Group. An example of one of these programmes is the '**Enough is Enough Programme**' that is being designed in light of how BAME communities have been disproportionately affected by COVID-19 and the tragic death of George Floyd.

We are planning to fund a decade of programmes to enable research, development and targeted action to address inequality experienced by BAME staff and students. We hope to have delivered 300 projects lead by staff and students by 2030.



From this research, we hope to develop additional ways of working that benefit groups and individuals across other protected characteristics. This will ensure that we continually improve how we address inequality for all staff and students.

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