

Equality, Diversity & Inclusion Statement of Intent

Responsible post holder	Group Director of HR and Organisational Development
Approved by	LSEC Corporation, LSEAT Board and LSFG Board
Approved on	July 2020
Next Review	September 2022
Relationship to Strategic Goal	<p>Goal 1 To have a measurable positive impact on lives and communities</p> <p>Goal 2 To maximise learners' success and ambitions through a learning strategy and approach that connects learning to the real world</p> <p>Goal 3 To deliver high quality outcomes across all aspects of the Group's business.</p> <p>Goal 4 To have the right people in the right jobs at the right time</p> <p>Goal 5 To establish a Group identity with shared vision, mission, and values.</p>
Publication Method	SharePoint and Websites

1. Vision, Mission, Value and Strategic Goals

Vision, Mission, Values and Strategic Goals 2019-2024

The information below sets out the College's Vision, Mission, Values and Strategic Goals.

Our Vision

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 Mission

To have a positive impact on lives and communities.

Our Values

- Stand out
- Teamwork
- Accountable
- Respectful
- Striving

2019-2024 Strategic Goals

Our updated Equality and Diversity Policy reflects are Strategic Goals in the following ways.

Goal 1 – To have a measurable positive impact on lives and communities

As a social enterprise, we have a responsibility to support the lives of all members of our community. This includes ensuring that we do all that we can to ensure that no single learner or member of staff faces discrimination and has access to the same opportunities as everyone else.

Goal 2 – To maximise learners' success and ambitions through a learning strategy and approach that connects learning to the real world

Maximising learners' success means reducing any barriers that they may face during and after education. We will listen to our learners' views and actively work to implement changes to improve the experience of learners with protected characteristics.

Goal 3 – To deliver high quality outcomes across all aspects of the Group's business.

A successful and meaningful Equality and Diversity policy will lead to improved outcomes and satisfaction for staff and learners, leading to improved outcomes across all aspects of the Group's business.

Goal 4 – To have the right people in the right jobs at the right time

London South East Colleges understands that the success of our strategy is underpinned by the resilience, adaptability, and confidence of our staff. We will continue to work with our staff to ensure that we better reflect and support the communities we serve.

Goal 5 – To establish a group identity with shared vision, mission and values and a new emphasis on social enterprise and our wider contribution

We will continue to share and champion the ideals of equality, diversity, and inclusivity within all aspects of the Group.

Equality, Diversity, and Inclusion

Statement of Intent

Statement Purpose

This statement demonstrates how the organisations within London & South East Education Group, will ensure that they fulfil their obligations and public sector equality duties as defined with the Equality Act 2010.

These obligations are defined as follows:

- To eliminate discrimination, harassment, and victimisation
- To advance equality of opportunity between persons who share a protected characteristic and those who do not
- To foster good relations between people who share a relevant protected characteristic and people who do not.

Statement Intent

All people who work and learn within the organisations comprising London & South East Education Group are valued and our intention is for everyone to be provided with the equal opportunity to be able to perform well and reach their potential.

This means listening to and understanding people's views, creating a working and learning environment where everyone is treated with respect and able to contribute fully.

This means making sure that everyone feels included and valued for the talent and know-how they bring to the organisation.

We recognise that there is urgent action required in all areas of Equality, Diversity and Inclusion and our ambition is to engage with our student, staff, local communities and beyond, to challenge existing practice, divisions and privilege, that stand in the way of any individual or defined group achieving their potential.

We will use the learning and insight gained through our various types of work within the education profession and practice, and as an employer in London and the South East, to inform the equity of our decisions and repurpose organisational practice.

We will work relentlessly to continue to challenge ourselves both internally and externally, to better understand inequality in society.

Equality means

- Being valued for who and what we are.
- Achieving our professional goals and personal development counting on our collective diversity, social background, and experience to enrich what we do and how we do it.
- Not being held back in our development by anyone's preconceptions about our abilities.
- Placing equality at the core of our employment, management, and teaching practice.
- Knowing that our organisations are a fair and just place to work and learn.
- Having a sense of identity and feeling able to express ourselves in our own way.

Diversity means

- Understanding that everyone is unique
- Celebrating the fact that our staff and students are from a wide range of social and ethnic backgrounds.
- Acknowledging that teams are stronger and more effective when we acknowledge and embrace the different views, skills, and experiences around the table.
- Consulting whenever possible and listening to different viewpoints to improve how we work as a team.
- Explaining the rationale for our decisions.

Inclusion means

- Embracing all people irrespective of race, gender, disability, or other need.
- Giving equal access and opportunities and eliminating of discrimination and intolerance.
- Encouraging collaborative decision making and encouraging staff and students to talk honestly and openly.
- Empowering staff to contribute to a positive working and learning environment that is enjoyed by all.
- Removing the need for staff to negotiate / self-promote in order to get the recognition they deserve.
- Ensuring that equality of opportunity is transparent and open to all staff and students.

London & South East Education Group is committed to

- ✓ Promotion of equality, diversity and inclusion as professional, practical, and positive issues which enrich our work.
- ✓ Ensuring all staff understand the implications of this statement for their day-to-day work and for how they treat and support colleagues and students
- ✓ Embedding these principles in all our policies, processes, and project plans.
- ✓ Recruiting people who have the skills to put these principles into practice.
- ✓ Championing our principles in all our communications and publications.
- ✓ Supporting our partners and stakeholders to do likewise.
- ✓ Commit to providing a secure, safe, and inclusive learning and working environment for all.
- ✓ Use the information and data we gather to inform our decisions on closing gaps and improve our practice.
- ✓ Working with all communities within the London and the South East to foster good and positive relationships and improve life chances for all.

Our approach to equality, diversity and inclusion means that we value our differences above all else.

Racism, bullying and harassment, directly or indirectly, will not be tolerated under any circumstances.

Linked Policies:

LSEEG:

HR Policies:

Recruitment and Selection Policies
Staff Development Policy
Performance and Talent Management policies

LSEC

Single Equalities Scheme, Health & Safety Policy
Teaching and Learning Policy
Recruitment and Selection Policies
Complaints Policy

LSEAT

Equality and Diversity Policy,
SEN Policy,
Accessibility Plan,
Complaints Policy,
Local Level School Equality Policies and Behaviour Policies.