



## **MORLEY COLLEGE LONDON: EQUALITY, DIVERSITY AND INCLUSION STATEMENT.**

Our belief in the infinite possibilities of all commits us to challenge discrimination of all kinds, implicit, explicit and systemic. Morley College London will challenge under-representation at all levels throughout the College and will provide focused developmental opportunities to support the progression of knowledge, skills and experience. This is the heart of inclusion, encouragement and support for all of those who work with us in any given capacity.

Notwithstanding the challenges of representation, all people should have the opportunity to thrive and achieve their full potential within a Morley environment characterised by equality of respect and opportunity. We commit to support all people including and yet not limited to protected characteristics.

We commit to a zero-tolerance approach to bullying, discrimination and harassment.

### **Our equality priorities:**

Our legal duty is protection from discrimination or harassment on the basis of nine "protected characteristics": age; race, including colour, nationality, ethnic or national origin; sex; sexual orientation; gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; religion or belief; and disability.

Morley College London believes in providing a learning environment that welcomes and supports all people without exception and therefore promotes inclusion, respect and equality of opportunity for all, beyond just in relation to protected characteristics. As such, we welcome people regardless of economic class, health and wellbeing or other life factors that could carry stigma or stereotypes such as employment status, residency and asylum, ability in language, HIV status etc.

Our aim is to reduce inequality between those who have more and those who have least.

## **Our College values:**

Our values are our statement of how we work as a College. At Morley how we work is as important as what we do as we are committed to maintaining a strong supportive, friendly culture where people can flourish. We put our students first and to do this we:

- work together – we are inclusive, self-aware, supportive of change and committed to the power of effective strategic partnerships – and
- advance diversity – by working closely with our local communities – in order to
- build trust – which is developed through transparency of information, open communication, assuming positive intent and active listening – so that we can
- pursue excellence – through creative solutions, an entrepreneurial approach, striving for continuous improvement with consistent performance and delivery, and maintaining focus on outcomes for learners – because we work
- in the interests of others – reflected by our unconditional positive regard, caring leadership, request for feedback and a commitment to making a team contribution

## **What this means:**

### **1. For our students and the learning environment:**

We are providing an inclusive, supportive and respectful place to learn that celebrates and welcomes your individuality.

Because we champion equality and diversity, all our courses aim to give you:

- An unbiased insight into the subject
- Learning that starts close to home – with your own lives and experiences
- A global rather than a narrow perspective
- Skills for a sustainable future and a world with a changing climate and readiness for a world of work where:
  - Diverse teams are normal and more creative
  - Team-work is highly prized
  - Tolerance and respect are essential
  - Flexible, creative and open minds have the edge
  - You understand your rights as well as your responsibilities

Equality means respect for others, and solidarity with those who may need a bit more looking after. Harassment and bullying are not tolerated - either face-to-

face, behind people's backs or on social media - even if you say 'It was only a joke'.

When you enrol, we talk through your whole learning journey, checking you can join in every aspect of the course with ease and dignity.

We guarantee you a safe, enjoyable, and challenging learning experience.

## **2. For our staff and working environment**

When working for the College you:

- Will be treated with respect and dignity and expected to show the same to others
- Will feel valued and proud of your successes with our managers encouraging you to take pride in your work and to learn from peers and students
- Will be listened to and concerns taken seriously
- Will be supported to have a healthy and considerate balance between work and our lives outside work

We know that racism, sexism and any form of discrimination can intrude into the workplace in both blatant and subtle ways. To counter this, we promote a culture where, for example:

- Banter about who or what we are is not acceptable
- We provide a supportive, informed culture of exploring, understanding and learning from others different lived experiences
- We do not assume that anyone's protected characteristic defines them as a person and that therefore they will act as a cultural expert on that area. Similarly we welcome the sharing of experience for the benefit of all and to make real our desired culture.
- Sexualized talk about women and men does not happen
- No one is 'put down' in public or otherwise.

Harassment and bullying are not tolerated in any form and we support the challenge and reporting of negative behaviours to ensure our values are consistently lived.

Equality, diversity and inclusion are everyone's responsibility and we expect all colleagues to demonstrate their commitment to these principles.