



EQUALITY AND DIVERSITY POLICY

Introduction

London School of Commerce & IT (LSCI) is committed in creating and sustaining a safe, positive and supportive teaching, learning and working environment for our students and staff.

We are particularly focused to providing excellent teaching and learning experience for our students. We aspire that students are encouraged to thrive academically and staff are equally valued and respected

As a provider of education and employment, we value the diversity of our students and staff. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff. This is reflected in the core values of LSCI Strategy, which state the importance of:

- valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and relationships
- equality of educational opportunity based on merit, irrespective of background, beliefs and socio-economic context

Commitment to equality and diversity

We believe that excellent learning and working environment will be achieved and maintained through recognising the value of every individual. We aim to create an environment that respects the diversity of students and staff, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of the College.

To this end, we acknowledge the following basic rights for all students and staff members of our College:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to be encouraged to reach one's full potential

These rights carry responsibilities and we require all members of our College to recognise these rights and associated responsibilities and act in accordance with them. In addition, we will comply with all relevant legislation and adopt best practices prevalent in the UK Higher Educational institutes.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of ethnicity, colour, race, religion, belief, culture, age, disability, gender and gender reassignment, relationships, pregnancy and maternity, and sexual orientation.

Objectives

LSCI aims to equip students and staff with an awareness of our diverse society and to appreciate the value of differences. This will be achieved by adherence to the following principles:

- Discrimination on the basis of ethnicity, race, religion and culture, age, disability, gender and gender reassignment, relationships, pregnancy and maternity, and sexual orientation is not acceptable.
- The primary objective will be to educate, develop and prepare all our learners and staff for life whatever their race, ethnicity, gender, colour, religion, belief, culture or ability.
- Tutors, students, and staff will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.
- Every applicant for a place on an academic programme shall be given equal opportunity whatever their personal status, except where the facilities of the College reasonably prevent this being possible.
- Information gathered in the course of discussion with an individual should be regarded as confidential. Any limitations with regard to confidentiality should be made absolutely clear to the client at the earliest possible stage.
- Professional integrity is maintained in all the service delivery such as recruitment of learners and staff, sharing of information with the learners and staff, assessment and marking of the learners' work and providing feedback.

LSCI will seek to ensure that:

- the prospectus and other advertising literature will not imply that there is a preference for one group of applicants as against another.
- a clear indication of the standard entry criteria required by the College will be published in the Prospectus and other publicity material.
- the initial selection of applicants (either for offers or interviews) is made solely on meeting the entry criteria mentioned by the applicant on the application.
- all persons responsible for the selection of candidates will be in possession of whatever information is currently supplied by the LSCI to enable them to minimise the risk of discrimination.
- all candidates invited to interview should normally be deemed capable of meeting the College's entry criteria as stated in the Prospectus. Exceptions to this norm may be made at the discretion of the Principal or delegate.
- questions at interview should be phrased in a standard way that does not make use of cultural idiom or metaphor that might place candidates from minority racial groups at a disadvantage.
- all care will be taken to guard against discrimination on the basis of possible unjustified pre-judgment about individuals, because of their non-standard application, which would make them unsuitable for a place.
- services are provided to all students according to their needs, irrespective of ethnicity, race, religion, gender, ability or different appearance.

Implementation and Monitoring

The success of an Equal Opportunity Policy is ensured by the systematic monitoring of its implementation.

The first stage in the implementation of this policy is to make this available to all potential students and staff via the College website and at the induction. The second stage is to scrutinise the selection process of candidates for interview/offer amongst all those who submit applications. Selection should be an objective exercise, based on the information contained in the application forms, undertaken without prejudice by the selector.

It is recognised that the process of monitoring needs to be reflective and avoid over-simplistic interpretation of statistics. There may be wholly acceptable non-discriminatory reasons for an imbalance, for example, where more men than women apply to the College.

LSCI commits to a regular review of its policies with a view to ensure fairness and justice. We ensure the security of the learning environment by restricting access to non-educational sites. In this and other related issues we follow the Prevent guidelines framed by UK Government and described in government policy documents.

The rights of the individual learner are protected, with the College providing common space, whilst not promoting a single group at the expense of others. Equal opportunities promote and protect the learner, academically and socially.

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Equality and Diversity Policy**
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Dr Anwarul Haque
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