

# Equality, Diversity and Inclusion Policy and Guidelines

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.

Equality, 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 members of King's community are valued and able to succeed. This Policy applies to all staff, students, volunteers, affiliated members of King's and suppliers to King's.

## Our Commitment to You

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We believe that a culture of equality, diversity and inclusion not only benefits our organisation but supports wellbeing and enables our people to work better because they can be themselves and feel that they belong.

We are committed to promoting a working environment based on dignity, trust and respect, and one that is free from discrimination, harassment, bullying or victimisation.

## Roles and Responsibilities

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All King's students, staff, affiliates and suppliers 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. We have introduced a new module on Workrite: Introduction to Equality, Diversity and Inclusion.

### College Council

The Council is responsible for ensuring that King's is compliant with the Equality Act 2010 and any related legislation or regulation.

### King's Leadership

King's Leadership is responsible for providing inclusive leadership, visible commitment and role modelling inclusive behaviours.

### Equality, Diversity & Inclusion Function

The Equality, Diversity & Inclusion department is responsible for providing leadership, direction and expert advice, guidance and support to the university-wide ED&I strategy and approach.

## **Students & Education Directorate**

Students & Education Directorate is responsible for ensuring student related services, policies, processes and procedures are in line with the commitments in this policy and with the Equality Act 2010.

## **Human Resources Directorate**

The Human Resources Directorate is responsible for ensuring staff related services, policies, processes and procedures are in line with the commitments in this policy and with the Equality Act 2010.

## **Procurement Directorate**

Procurement Services is responsible for requiring those supplying goods and services to King's to comply with the objectives of this policy and the provisions of the Equality Act 2010 and to provide contract managers with the tools necessary to monitor their performance.

## **Reporting and Governance**

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Equality, Diversity & Inclusion will provide an annual report to the King's community and the College Council. ED&I governance is overseen by the Equality, Diversity and Inclusion committee and its sub-committees in partnership with the Equality, Diversity and Inclusion Forum, reporting to the Senior Management Team.

### **Version Control**

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