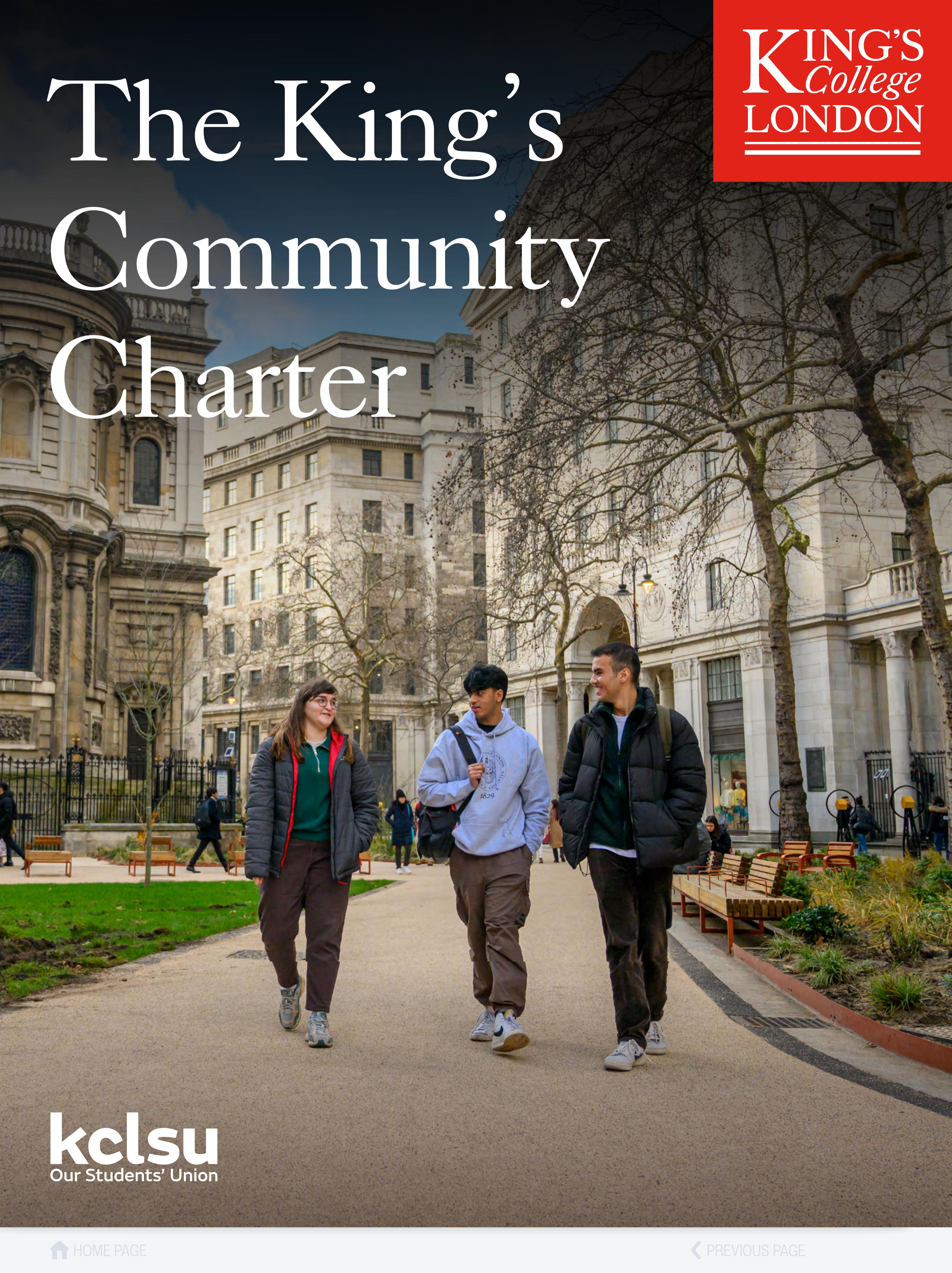


The King's Community Charter



Contents



Our vision



Our vision

At King's our ambition is to make the world a better place.

To achieve this ambition, we want everyone in our community to be able to flourish and to contribute to all aspects of university life. We all play a part in achieving this by creating a community where everyone feels a sense of belonging and safety. We want our community to be a place where everyone is treated fairly and with dignity and our differences are welcomed. We strive for a community where inequality and discrimination are not tolerated and where we actively work to eliminate them.

This vision is based firmly on our core values:



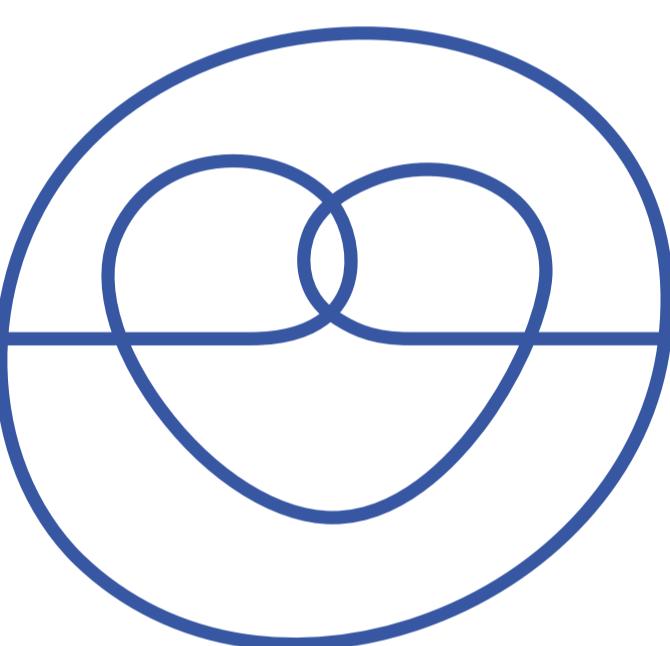
Include

We treat everyone with dignity, empathy, and respect.



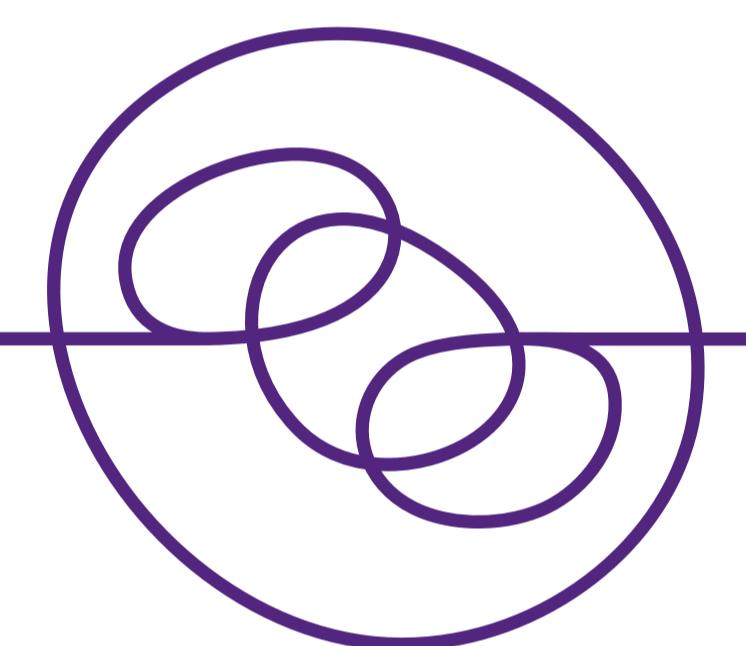
Challenge

We hold ourselves and others accountable.



Support

We develop ourselves and enable others to succeed.



Connect

We collaborate and work in partnership.

This document was developed jointly by [King's College London](#) and the [King's College London Students' Union](#). It sets out how we can all contribute positively to developing and maintaining a thriving community, where all can work, learn, and study in an inclusive and respectful environment. We expect everyone in our community to be a representative for King's and to follow the commitments in the charter when engaging in activity supported by King's in the external community such as volunteering, study abroad, placements and experiential learning, and conferences.

The King's Community



The King's Community

King's is dedicated to driving positive and sustainable change in society and realising our vision of making the world a better place. For nearly 200 years we have been committed to the service of society through pioneering education and research.

Our diverse staff community have a shared ambition to pioneer innovative research and support our student community, and see them be successful in every sense. We have outstanding students from diverse backgrounds, who are challenged and supported to achieve excellent outcomes. We range in age, gender, class, ethnicity, sexual orientation, religion, disabilities and those disabled by society, and have all been shaped by our different life experiences.

Freedom of expression and academic freedom within the framework of the law are critical to the success of our University. King's has been, and will remain, a place for thoughtful inquiry, debate and dialogue about the opportunities, challenges and complex historical and contemporary issues affecting the UK and societies around the world. We expect the students and staff of King's to engage with civility, being mindful of our common humanity and the dignity and privacy of others, and tolerant of the right of others to exercise their freedom of expression.



Inclusive and engaging culture



Inclusive and engaging culture

King's College London is committed to creating an inclusive, accessible and engaging environment that promotes equality of opportunity for everyone in our community.

King's celebrates the diversity of our staff and student body and we are proud that this is both a strength and a defining feature of King's as a London university in a global context. We recognise the existence of systemic inequalities and that individuals face unique barriers to success, which we actively work to remove.

We ask that all members of our community commit to:

1.

Create an inclusive, respectful, and safe environment for every member of our community to ensure that everyone feels valued, listened to and can contribute to work and study with honesty.

2.

Seek out and engage with diverse people and opinions, demonstrating empathy and open-mindedness, expecting to challenge and be challenged in upholding inclusion and freedom of expression.

3.

Be a supportive member of our community and speak up for others, challenging unacceptable behaviour when safe to do so.

4.

Work and study with integrity, being professional in our communications and mindful of others' time, privacy and personal circumstances.

King's and KCLSU will actively work together to ensure our policies, systems, and practices enable an inclusive culture.

Local, national and global community



Local, national and global community

Serving society lies at the heart of our identity and what we stand for as a University.

Our mission is to ensure that our research, education, and commitment to service generates positive and sustainable change for communities, the UK, and our world.

We encourage you to contribute to and connect with our community within and beyond King's to:

1.

Help build a better, fairer, more sustainable and prosperous world by serving society and contributing to global problem-solving at home and abroad, guided by King's Impact Priorities.

2.

Actively develop cultural competency and awareness, taking account of diverse views and perspectives to enable an inclusive and respectful environment.

3.

Make a positive difference by engaging in volunteering and opportunities within London, in our home boroughs of Lambeth, Southwark and Westminster, and with communities across the UK and around the world.

4.

Support others working and studying at King's to make the most of their time in London by offering advice, support and helping make people feel welcome and valued.

5.

Help King's meet its ambitious environmental sustainability targets and make change together by adopting more sustainable practices to combat the climate crisis.

Academic integrity and professionalism



Academic integrity and professionalism

Our community values trust, fairness and respect, and actively encourages everyone to act with honesty and integrity.

Each member of our community is responsible for ensuring that academic integrity is upheld.

We take a holistic approach to this and expect that all members of our community will:

1.

Take responsibility for fostering a culture of openness, transparency, trust, and recognition of the contributions of others.

2.

Conduct ourselves with honesty, professionalism, and integrity in accordance with our Academic Regulations and policies.

3.

Recognise that disagreements may happen, and that others' perspectives bring value and may be different to our own. We should strive to civilly challenge ideas and engage in debate on conflicting positions.

We also encourage all members of our community to:

4.

Contribute to University life, working in collaboration with others both within and outside of our studies, work or research.

5.

Partner with others in the community, including providing constructive feedback to improve University life for others in the future.

King's will provide support for students and staff when they experience issues that may impact on their ability to study, research or work.

Mental health and wellbeing



Mental health and wellbeing

Our culture promotes positive mental health and wellbeing, supported by proactive and holistic resources, and staff- and student-oriented services that recognise individual needs.

We support our community through services and interventions that are research-led and co-designed by staff and student groups. King's is committed to enacting the principles of good practice identified in the University Mental Health Charter Framework and understands that systemic factors can impact a person's mental health, and the importance of addressing the root cause wherever possible.

We ask that all members of our community:

1.

Engage with a curriculum and learning environment that takes a holistic and inclusive view of learners including measures to support positive transition of our whole student community.

2.

Access King's inclusive services when needed to support your wellbeing and address mental health concerns.

We also encourage all members of our community to:

3.

Explore the different extra-curricular opportunities and networks to enhance your staff or student experience and contribute towards a culture of positive mental health and wellbeing.

4.

Enable partnerships, staff engagement and student voice, working together collaboratively to ensure that our community always adapts to the changing needs of our students and staff.

Health and safety



Health and safety

All students and staff have the right to a safe environment – we should all take reasonable care to protect the health and safety of ourselves and others.

We believe that everyone in our community should take responsibility for ensuring that:

1.

King's campuses are welcoming and a healthy environment for all students, staff, and visitors.

2.

All members of the community stay informed of and always adhere to King's, or King's partners and placement providers', health and safety policies and guidance to protect the health of ourselves and those around us.

3.

We all take a proactive approach to maintaining safety on campus, including reporting incidents or issues.

4.

Everyone takes steps to ensure their own health and safety including asking for reasonable adjustments, accessing occupational health or other services.



Contribute to our community



Contribute to our community

We encourage you to consider how you can contribute to our community during your time at King's and beyond. Please stay up to date across the King's communication channels, find out about opportunities, and help to take action on the issues which matter to you.

Here you'll find further information on some of the ways you can contribute to the King's community and how we support you to share our values.

Inclusive and engaging culture

For the whole community

- Use the [Report + Support](#) tool to report any inappropriate behaviours and get support.
- Be aware of the [Equality, Diversity & Inclusion](#) policies and practices here at King's.
- Take the [Associateship of King's College](#) (AKC), which provides an opportunity to think about fundamental questions of theology, philosophy and ethics in a contemporary context

For students

- Read and understand the [equality, diversity and inclusion Student Services Online page](#).
- Join a [student activity group, academic association, liberation network or sports club](#) and engage in diverse [community-led events](#).
- Be [considerate in your communications](#) to all students and staff.

For staff

- Take time to read the [Equality, Diversity & Inclusion SharePoint pages](#).
- Be [considerate in your communications](#) to all students and staff.
- Read and understand [Our Principles in Action](#) to help us build a thriving staff community.
- Attend [Active Bystander Training](#).
- Join some of our [Staff Community Networks](#).

Contribute to our community

Local, national and global communities

For the whole community

- Understand what [Cultural Competency](#) is.
- Get involved with [King's Climate & Sustainability](#).
- Engage with [King's Volunteering](#) and find opportunities to drive positive change in our community.
- Take time to understand the [King's Impact Priorities](#).

For students

- Become a [peer mentor](#) to welcome and support new students to King's.
- Apply for community leadership positions (President of a society, Wellbeing lead etc) and join [leadership programmes](#) offered by King's and KCLSU.
- Join in with [KCLSU Volunteering](#) to meet other people and make a difference.
- Discover a range of extracurricular activities and events through [King's Edge](#).

For staff

- Make use of your annual [Service Time](#) and spend time volunteering for an external cause.
- Become a [mentor](#) to support other staff at King's.

Contribute to our community

Academic integrity and professionalism

For the whole community

- Regularly remind yourself of the [King's Academic Regulations](#).
- Be aware of King's policies on [Research, Ethics & Integrity](#).

For students

- Apply for the [King's Student 100](#) and have your voice heard on important topics from across the institution.
- Seek advice from [KCLSU Advice](#) if you need help with university regulations and procedures.
- Engage with the [Academic Skills](#) team to develop key academic and professional skills.
- Complete the [Academic Integrity course](#) to learn about academic integrity and how to avoid plagiarism.

For staff

- Take time to focus on your development through [organisational development](#) and attend training courses to upskill.
- Apply for the [King's Staff 100](#) and join a group of King's staff committed to improving the staff experience and creating a thriving staff community.
- Engage with [King's Academy](#) to develop key academic and professional skills.

Contribute to our community

Mental health and wellbeing

For the whole community

- Engage with a range of opportunities and services through [King's Sport & Wellness](#) to support your mental and physical wellbeing, including:
- [King's Move](#) – the app that rewards you for being active
- [BeActive](#) – the social and recreational activity programme available to all students and staff at King's.
- [King's Wellness Scheme](#) – for anybody in the King's community who is experiencing stress or has low mental wellbeing to help people boost their general wellbeing.
- [Sport & Wellness Centre](#) – a social space for the King's community that offers free weekly wellness sessions.

For students

- Use the [King's Pyramid of Support](#) to help you understand how to access different levels of support throughout your studies.
- Access [KCLSU Wellbeing Hub](#) for activities, events and resources to boost your wellbeing. Reach out to [Campus Conversations](#) or [Tea Time with Taj](#) to talk to a fellow student peer about whatever is on your mind.
- If you live in King's Residences, connect with our [ResiLife](#) or [GradPlus](#) programme to access support and attend events.

For staff

- Familiarise yourself with the [additional wellbeing and mental health support](#) available for staff.
- Consider becoming a [Mental Health First Aider](#) to support your colleagues and students.
- Take a look at the [staff wellbeing events](#).

Contribute to our community

Health and safety

For the whole community

- Sign up with [King's College London Health Centre](#) to register with a GP.
- Download and use the [SafeZone app](#) so you can contact King's Security teams in any emergencies, accidents or whenever you feel vulnerable.

For students

- Take time to think and read about your [personal safety on campus and in London](#).

For staff

- When required speak to [Occupational Health](#) who provide advice and support on managing ill-health in the workplace.

Tell us what you think



Tell us what you think

This document was developed jointly by King's College London and King's College London Students' Union.

It lays out the shared foundations of our community, in the commitments we make to ourselves and one another.

The content of the charter is regularly reviewed and we welcome input from across the King's community.

If you have feedback or suggestions, then please do email
sed-office@kcl.ac.uk



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This charter was produced in the summer of 2024.

King's College London has made every effort to ensure that the information provided is both helpful and accurate as at the date of publication. However, some changes may become necessary due to a number of regulatory and academic reasons.

King's will endeavour at all times to keep any changes to a minimum and to keep all interested parties informed appropriately.



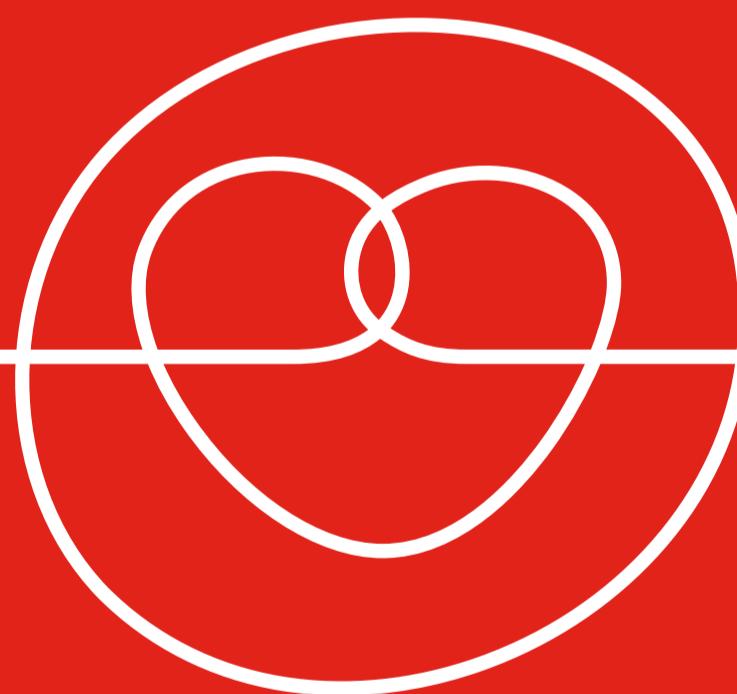
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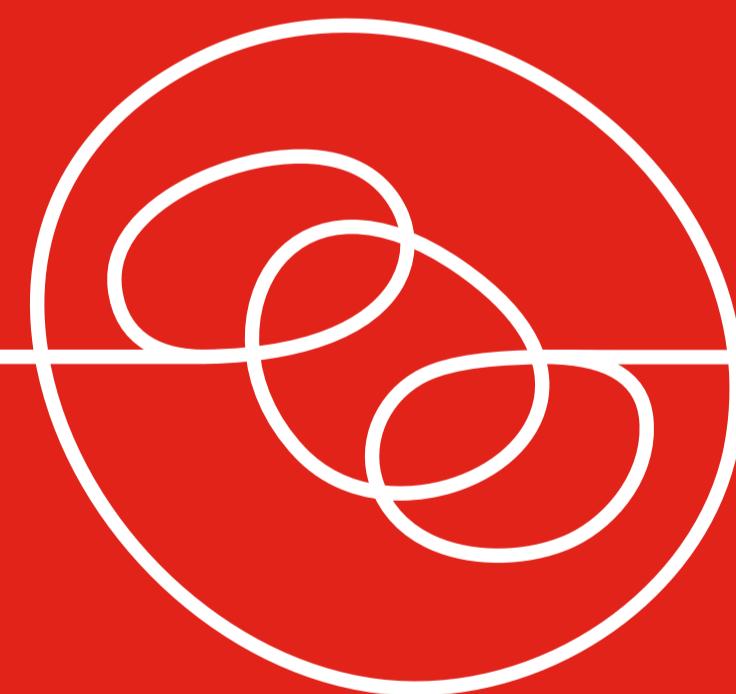
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