



**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 is free from stereotypes such as employment status, residency and asylum status, class, health and wellbeing or other life factors that could cause disadvantage. We also support people of all languages. HIV status etc.

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

**Our College values:**

**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:

- x An unbiased insight into the subject
- x Learning that starts close to home –

- x We provide a supportive, informed culture of exploring, understanding and learning from others different lived experiences
- x 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.
- x Sexualized talk about women and men does not happen
- x 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.