



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

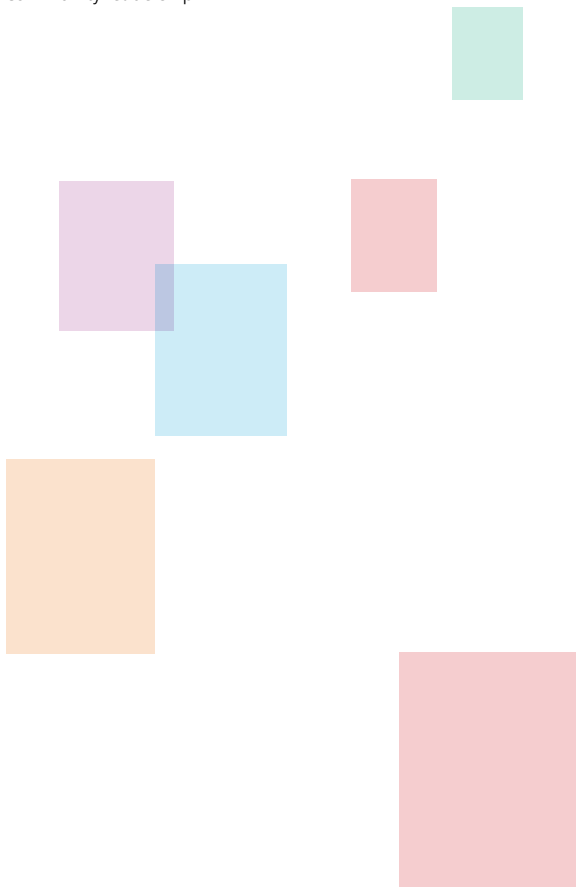
Equality and Diversity at LSE

Equality and Diversity at LSE

Welcome to the London School of Economics and Political Science. LSE boasts one of the most diverse student and staff populations in London and in the UK.

LSE believes in valuing and celebrating its diversity and encourages members of the School's staff and student communities to engage and participate in its equality and diversity agenda.

This brochure provides an introduction to equality and diversity at LSE. It encompasses not only LSE's legal compliance through policies and procedures, but also the School's efforts and initiatives in furthering the equality and diversity agenda and playing its role in community leadership.





Current equality legislation

Equality and diversity activity within the School is currently governed by the Equality Act 2010.

Equality Act 2010

The Equality Act 2010 came into force in October 2010. The Equality Act provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all. It also updates, simplifies and strengthens previous equality legislation including the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995, and delivers a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment. Most of the provisions of the Equality Act 2010 came into force on the 1 October 2010.

Protected characteristics

Under the Act, it is unlawful to discriminate on the grounds of the following protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

For more information on the Equality Act 2010, please visit: lse.ac.uk/intranet/staff/equalityAndDiversity/equalityAct.aspx



Legal compliance

LSE's Single Equality Scheme

The overarching document of LSE's compliance with current equality legislation is its Single Equality Scheme. The School's Single Equality Scheme is the first of its kind and largely reflects the requirements of the Equality Act 2010. It replaces and builds on the School's previous race, gender and disability equality schemes. The Scheme covers eight protected characteristics – age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

It sets out how the School, as an institution, will enhance its equality and diversity practices in both its role as an employer of choice and provider of education.

The Scheme comprises of the Action Plan which sets out targets for the School over the next three years. The Action Plan is a working document and will be subject to continual change as progress is made on targets. It will be reviewed in its entirety every three years.

To access the Single Equality Scheme and Action Plan documents, please visit: lse.ac.uk/intranet/staff/equalityAndDiversity/singleEqualityScheme.aspx

Other policies and procedures

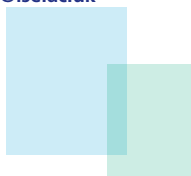
Other equality and diversity staff related policies and procedures include:

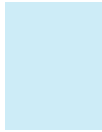
Harassment and bullying policy

The School is committed to a working and learning environment where people can achieve their full potential. The School's policy and procedure on harassment is designed to provide:

- an environment where it is clear that harassment is unacceptable, thereby reducing the chance that harassment will occur in the first instance; and
- a mechanism to resolve complaints where it is felt that harassment has occurred.

For more information on the harassment and bullying policy, please check the School Regulations (lse.ac.uk/intranet/staff/schoolRegulations/harassmentPolicy.aspx) or contact Kevin Haynes on x7823 or K.J.Haynes@lse.ac.uk





Staff wellbeing policy

The School, as an employer, has a duty to ensure the health, safety and welfare of its employees as far as reasonably practicable.

Read more about the policy on lse.ac.uk/intranet/LSEServices/healthAndSafety/policy/wellbeingAndStressManagement.aspx.

You can also contact Ann O'Brien on x3677 or Ann.O'brien@lse.ac.uk

Access to work

Access to Work is a government scheme managed through Job Centre Plus. It provides help towards the extra costs of employing someone who is or becomes disabled and needs support to help them travel to work as well as help at work, such as supplying appropriate equipment or resources. Please visit direct.gov.uk/en/DisabledPeople/EmploymentSupport/WorkSchemesAndProgrammes/DG_4000347 or contact LSE Human Resources for more information on the scheme.

Family Friendly Policies and Benefits

For information on family friendly policies and benefits, please visit the Human Resources web pages on Family Friendly Benefits – lse.ac.uk/intranet/staff/humanResources/changingCircumstancesMovingOn/familyFriendlyBenefits/home.aspx

Flexible Working

For information on or to make a request for flexible working, please visit the Human Resources Flexible Working webpages – lse.ac.uk/intranet/staff/humanResources/equalityAndDiversity/flexibleWorking/requestsForFlexibleWorking.aspx

The School has created a Policy Register where all Schoolwide policies are now available, to look up a policy simply type in a keyword and search lse.ac.uk/intranet/LSEServices/policies/home.aspx

Committees and working groups

There are two equality and diversity related committees/groups in the School:

Equality and Diversity Committee

The Equality and Diversity Committee is a joint committee of the Academic Board and the Council. The main purpose of the committee is to provide strategic direction and set standards for, and monitor and evaluate the progress of the School's equality and diversity activities. The School's Equality and Diversity Adviser is the Secretary of the Committee.

Disability and Diversity Consultative Forum

The Disability and Diversity Consultative Forum reports to the Equality and Diversity Committee. It considers matters related to equality and diversity from all across the School. Members of the Forum are representatives of various divisions and services of the School, such as Human Resources, Estates, IT Services, Students' Union etc. Matters considered by the Forum are reported to other School committees as appropriate, in particular, to the Student Affairs Committee and Teaching, Learning and Assessment Committee.





Beyond Compliance: Get Involved and have your say

The key to good equality and diversity practice is engagement and participation of the School's stakeholders in the agenda. The following communication channels have been set up for this purpose:

The Equality and Diversity Website

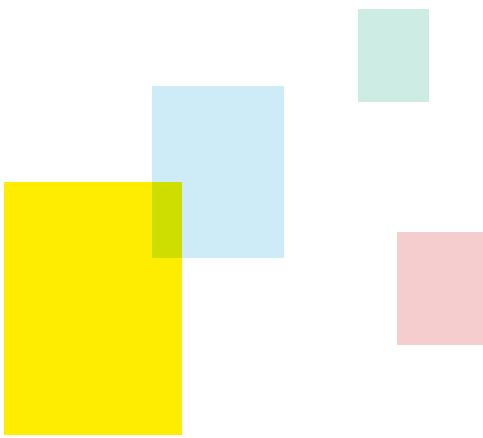
The Equality and Diversity website (lse.ac.uk/intranet/staff/equalityAndDiversity/home.aspx) provides all information related to equality and diversity at the School and beyond. It includes news, announcements and updates, information on current policies and procedures and internal and external resources.

Blog

The Equality and Diversity at LSE blog (blogs.lse.ac.uk/diversity) has been set up to stimulate a culture of involvement and engagement with matters relating to this exciting and thought-provoking agenda. The blog is an interesting up-to-the-minute way to get involved in equality and diversity on the campus and beyond.

The blog welcomes and hosts contributions on equality and diversity which may include articles, videos, images, poems etc.

Contact Asiya Islam (a.islam1@lse.ac.uk) x7826 to suggest or contribute a post. You can also participate in the discussion by commenting on the posts.



Staff Networks

There are various diversity staff networks at LSE. These staff networks work to further the common interests of their members and raise equality and diversity awareness. At present, LSE has the following staff networks:

EMBRACE (Ethnic Minorities Broadening Racial and Cultural Exchange) – black and ethnic minority staff network (embrace@lse.ac.uk).

SPECTRUM – lesbian, gay, bisexual and transgender (LGBT) staff network (spectrum@lse.ac.uk) (lse.ac.uk/intranet/staff/equalityAndDiversity/spectrum/home.aspx).

Disabled Staff Network – open to disabled staff members, parents, carers or partners of disabled people, and allies who have an interest in progressing disability equality at LSE (network.disabled.staff@lse.ac.uk).

Gender Equality Forum – network of women across the LSE committed to addressing gender inequality in pay, access and culture (h.johnstone@lse.ac.uk).

These staff networks organise events from time to time which may range from film screenings to walking tours to lectures and presentations.

They also serve as a useful channel of communication for consultation purposes, both with internal and external audiences.



Resources

Disability and Wellbeing Service – LSE Equality and Diversity works in close collaboration with the Disability and Wellbeing Service (DWS). The DWS provides advice, support and service to prospective and current LSE students and staff (disability-dyslexia@lse.ac.uk).

Staff counselling service – LSE offers a free and confidential counselling service to all its staff members (staff.counselling@lse.ac.uk).

Language Centre – The Language Centre specialises in providing current LSE students and staff with language support (languages@lse.ac.uk).

Health and Safety (also Wellbeing and Stress Management) – The School takes measures to ensure the health, safety and welfare of everyone who works, studies or visits the premises or may be affected by the activities of the School (health.and.safety@lse.ac.uk).

St Philips Medical Centre – St Philips Medical Centre is an NHS general practice staffed by doctors and nurses who provide primary medical and nursing care to registered patients and anyone who becomes ill or requires medical advice whilst within the LSE campus (020 7955 7016).

The Chaplaincy – The Chaplain is available to speak to any student or member of staff of any faith or belief and the conversation will remain confidential. The Chaplaincy is also open during the day for private prayer or just as a place to be quiet (j.walters2@lse.ac.uk).

Human Resources – For all staff related matters, please contact human resources. (humanresources@lse.ac.uk).

For external information on equality and diversity, please visit:

Equality Challenge Unit www.ecu.ac.uk

Equality and Human Rights Commission
www.equalityhumanrights.com

Government Equalities Office www.equalities.gov.uk



Contact information

Carolyn Solomon-Pryce (c.solomon-pryce@lse.ac.uk)

Equality and Diversity Adviser (x6171)

Asiya Islam (a.islam1@lse.ac.uk)

Equality and Diversity (x7826)

The information in this handbook can be made available in alternative formats, on request.

Please contact lsewebsite@lse.ac.uk

The School seeks to ensure that people are treated equitably, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, sexual orientation or personal circumstances.

Equality and diversity are integral to the School's priorities and objectives. We will support inter-faith and inter-cultural dialogue and understanding and engage all students in playing a full and active role in wider engagement with society.



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