Equality and Diversity Policy

Policy Owner : Zubair Ahmad

Final Review Date: July 2026
Next Review Due: July 2027

Address: 3rd floor, 277 Cranbrook Road
Ilford, IG1 4TG

Tel: 0208 2617372

Email: info@londoncollege.co.uk

Web: https://londoncollege.co.uk

Introduction

AA London College is a higher education institution committed to supporting our students in securing employment across a variety of settings. To achieve this, we strive to educate and develop both our students and staff to embrace an international perspective, work effectively across cultures, and adopt an inclusive approach to the opportunities available. We believe that fostering an understanding and respect for diversity on a global scale will promote better management and appreciation of the talents of all our staff and students.
AA London College has a considerable ratio of students and staff from diverse cultures. We will use the potential of this diversity when we implement our equality and diversity policy to support staff and students, raising awareness and taking action to: Develop career aspiration, challenge behaviour and take positive action.

Developing Career Aspirations

We aim to enhance the knowledge, skills, and expertise of both our staff and students, preparing them to become professionally employable individuals in a global economy and job market. By helping students achieve higher education qualifications, we seek to boost their self-confidence and elevate their career ambitions, fostering their aspirations for career advancement and growth. Additionally, we strive to cultivate an environment of ambition and determination for all staff and students. Our managers are expected to acknowledge and value the contributions of every staff member, while our teaching staff will consistently demonstrate belief in the potential of our students and maintain high expectations for their success.

Challenging behaviour

We aim to create a tolerant community where freedom of belief and expression is respected, and where human rights are upheld. Our codes of conduct will highlight the importance of being non-judgemental when differences arise, and explain how rights should be balanced with responsibilities. Issues such as race, religion, sexual orientation, and gender can often lead to prejudice, discrimination, harassment, and aggression, which cannot simply be removed by laws alone. At AA London College, we challenge such behaviour and expect both staff and students to respect the practices and dignity of everyone. Our community already benefits from a wide range of cultural perspectives. However, we must continue to build the confidence of staff and students, helping them to effectively challenge and eliminate discriminatory and prejudicial behaviour.

Taking positive action

The development of talent among both students and staff will be led by the Board of Directors, the Principal, and senior management. They are responsible for actively promoting the college's equality objectives and ensuring accountability for achieving our goals. Our overall objectives, as well as the specific equality goals listed below, can only be achieved through positive action taken in accordance with the law. Alongside internal groups, such as the Student Representatives meetings, we also aim to collaborate with external networks and local and regional communities as part of our efforts to support social and economic regeneration, inclusion, and cohesion. We implement our policies to guarantee

equality of opportunity in both academic success and career progression, directly linking these to the equality objectives and championed by both staff and students at AA London College. We hold the

 highest expectations for our students, encouraging them to strive for excellence in both academic achievement and professionalism. Our aim is to ensure that our students don't just secure any job, but gain meaningful employment in highly competitive global markets with respected companies or have the confidence to start their own businesses or lead in the public or voluntary sectors. We will deliver quality, assured learning and teaching that acknowledges and respects the diversity of our student and staff body. The student experience will be enhanced by fostering inclusivity and ensuring high-quality service for all.

To achieve these outcomes for our students, we also hold similarly high expectations for our staff and are committed to developing an outstanding workforce. Our approach to staff selection, training, development, promotion, and reward will be quality-assured. We will challenge any mindset that maintains the status quo.

Equality and Diversity objectives

Diversity Assessment and Targets:
Where necessary, we will undertake a comprehensive gap analysis to determine the current diversity status within our student and staff community. Based on this, we will set clear starting points and work alongside staff and students to establish specific targets and actions aimed at enhancing diversity across the College.

Equality in Achievement and Outcomes:
We will conduct a thorough baseline analysis and benchmark our student achievement and outcomes, focusing on ethnic and diversity factors. In collaboration with staff and students, we will define our baseline and set achievable targets and actions to boost success rates for students and staff from underrepresented groups.

Inclusive Teaching and Learning Methods:
We will systematically review our curricula and teaching practices to ensure that they accommodate the diverse learning needs of all students. This review will also include identifying areas where adjustments can be made to improve the inclusivity and relevance of the learning experience for our diverse student body.