

Approved by Council, 29 November 2012

**GOLDSMITHS
University of London**

STATEMENT OF COMMITMENT: EQUALITY AND DIVERSITY

Our commitment

Goldsmiths is committed to equality of opportunity and values the diversity of its staff and student population. We seek to maintain an environment which encourages all who work and learn at the College to contribute to their full potential and on an equal basis. We have underlined this through our Strategic Plan, where our mission is “to offer a transformative experience, generating knowledge and stimulating self-discovery through creative, radical and intellectually rigorous thinking and practice”. This aim is underpinned by our values:

- Achieving academic excellence
- Radical and innovative thinking
- Respecting the individual
- Promoting access and diversity
- Supporting our students and staff
- Creating change, locally and globally

In addition to this strategic commitment, the College will ensure that it pays due regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and to foster good relations. This applies to the College as an employer and as a learning provider, across a number of characteristics including age, class or socio-economic background, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. This list is not exhaustive and can change over time.

All members of Goldsmiths staff have a responsibility to ensure that our policies or practices do not unjustifiably discriminate. To support staff with this, the College operates a process of undertaking regular Equality Analyses to ensure that where possible, adverse impact is reduced or eradicated.

The College has a number of relevant policies in place that provide guidance and advice for staff and students; Dignity at Work and Dignity in the Learning Environment as well as more specific guidance that can be accessed via the equality web pages. Any staff or students requiring advice or guidance can contact Equality & Diversity direct, or in cases related to disability, the Disability Support Team can be contacted for further information.

Review

The College will publish information about the way it meets its commitment towards eliminating discrimination, harassment and victimisation; advancing equality of opportunity and in fostering good relations between different groups of people. It will do this by producing an annual report by 31st January each year and by reviewing its equality objectives on a regular basis in line with findings from the annual report. The College’s equality objectives will be reviewed no less than every four years to ensure that its aims are consistent with the needs of staff and students.

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