

**ISTITUTO MARANGONI LONDON  
EQUALITY, DIVERSITY AND INCLUSION POLICY  
APRIL 2024**

**Version Control Statement**

<b>Version</b>	1.0
<b>Document title</b>	Istituto Marangoni London Equality, Diversity and Inclusion Policy
<b>Document approved by</b>	Finance and Resources Committee
<b>Approval date</b>	April 2024
<b>Last Reviewed</b>	
<b>Date for review</b>	June 2025

# Istituto Marangoni London

## Equality, Diversity and Inclusion Policy

### Introduction

Istituto Marangoni London (IML) is a leading centre of fashion and design education devoted to igniting and nurturing talent and creativity within our globally diverse student community, empowering each individual to thrive in the ever-changing fashion and design industries. We recognise that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success.

We aim to provide a positive and inclusive environment free of discrimination where the unique backgrounds, experiences and contributions of our students, staff and other stakeholders are valued and celebrated, and where all members of the IML community are enabled to achieve their full potential.

This policy sets out our commitments to embedding equality, diversity and inclusion (EDI) within all that we do. It is guided by our legal obligations under the Equality Act 2010 to ensure that no applicant, student, member of staff or other stakeholder is unlawfully discriminated against because of one or more protected characteristics. These are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, and sexual orientation.

### What do equality, diversity and inclusion mean to IML?

**Equality** is ensuring that everyone has an equal opportunity to succeed in their studies or role at IML, regardless of their background. We recognise that in certain circumstances individuals or groups may need to be treated differently and have access to different types of support to provide equality of opportunity.

**Diversity** is respecting and appreciating individual differences, and recognising and utilising the value that these differences bring to IML.

**Inclusion** is working together with our staff and students to provide an environment that takes account of the diverse backgrounds and needs of the IML community and removing barriers to ensure that everyone feels valued and comfortable to be themselves.

### Our commitments

We commit to:

- Opposing all forms of unlawful and unfair discrimination on the grounds of any protected characteristic under the Equality Act (2010). We also commit to extending these safeguards to other characteristics that may result in a member of our community being marginalised, e.g. those with caring responsibilities.
- Treating every application for admission to our courses or for employment in a fair and equitable way based on merit and in accordance with the Equality Act (2010), and encouraging applications from under-represented groups.
- Providing an inclusive working and learning environment encompassing our physical estate, education and support services, where dignity and respect for all are promoted and where the contributions of individuals are recognised and valued.
- Delivering a curriculum that reflects the diversity of our students and staff and promotes mutual respect and understanding of differences between individuals and groups.
- Making objective decisions relating to staff and students (e.g. staff promotion, student progression) through equitable and transparent procedures which are reviewed regularly.

- Challenging bullying, harassment and all forms of discriminatory behaviour and taking swift and proactive action to address behaviour that falls short of our expectations.
- Setting ambitious objectives for strengthening and embedding equality, diversity and inclusion in all our activities through our EDI Strategic Plan, and regularly reviewing our progress towards these objectives.

## **Implementation**

The Board of Directors has ultimate responsibility for the implementation of this EDI policy and compliance with IML's legal obligations.

All members of the IML community are responsible for abiding by the principles and commitments set out in this policy. IML provides a policy and procedures framework and support and training to staff and students to promote effective implementation of this policy.

This policy is supported by related policies and procedures covering specific areas. These include:

- Academic Regulations
- Access and Participation Statement
- Disability Policy
- Student Code of Conduct and Disciplinary Policy
- Student Recruitment and Admissions Policy
- Harassment and Sexual Misconduct Policy
- Staff Disciplinary Rules and Disciplinary Procedure
- Staff Grievance Procedure
- Whistleblowing Policy
- Staff Equal Opportunities, Bullying and Harassment Policy

Our EDI Strategy sets out our plan for how we intend to make tangible and lasting progress towards meeting the commitments set out in this policy, to strengthen EDI at IML and to ensure we continue to provide an inclusive environment in which to learn and work.

## **Monitoring and Evaluation**

The EDI Working Group is responsible for overseeing the implementation of this policy and actions in the EDI Strategy. It comprises representatives from across IML including academic staff, support services, facilities and students who act as champions for EDI within their respective areas.

The EDI Working Group will receive regular reports and review quantitative and qualitative data to evaluate whether the policy is operating effectively and to assess progress with meeting the objectives in the EDI Strategy. Feedback from the IML student and staff community will form an essential part of monitoring and evaluation activities.