



Equality, Diversity and Inclusion Policy

Date: May 2026

1. Introduction and Purpose

The London Institute of Actuarial Studies (LIAS) is committed to creating an inclusive, respectful and empowering learning and working environment where students and staff of all backgrounds can thrive.

This policy outlines LIAS's planned approach to promoting equality of opportunity, tackling discrimination and advancing inclusion in line with the Equality Act 2010. It has been developed with reference to the Office for Students (OfS) Conditions of Registration as good practice, recognising that LIAS is not yet registered with the OfS. The policy also aligns with the expectations of our partner university, EuroAmerican Institute, and the QAA Quality Code.

This policy should be read alongside:

- Access and Participation Statement
- Recruitment and Admissions Policy
- Complaints and Appeals Procedure
- Student Protection Plan

2. Our Commitment to Equality and Inclusion

This policy applies to all members of the LIAS community, including students, staff, applicants, visitors, and contractors.

LIAS aligns its values and practices with the principles of the Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010.

We are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between different groups

LIAS recognises all nine protected characteristics defined under the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our commitment is built upon the following principles:

- Equity of Access
- Inclusive Culture
- Proactive Inclusion
- Intersectional Approach

3. Embedding EDI Across the Institution

At LIAS, equality, diversity and inclusion are embedded across governance, curriculum, student support, staffing structures and community engagement.

3.1 Governance and Leadership

Effective governance is fundamental to embedding institutional commitment to EDI.

- The Director (Founder) will have overall responsibility for EDI, supported by the Advisory Team and experienced academic leads.
- EDI considerations will be embedded into policy approvals and curriculum decisions.
- Day-to-day coordination of EDI activities will be delegated to a designated senior member of the academic leads team.

3.2 Student Experience

We are committed to creating an inclusive, accessible and supportive environment for all learners.

Key commitments include:

- Inclusive curriculum design using UDL principles
- WCAG 2.2 compliance for digital platforms
- Accessible online learning platforms and any physical facilities used for occasional residential or events
- Support initiatives for LGBTQ+ students and students with additional needs
- Staff training in inclusive pedagogies
- Annual analysis of differential student outcomes

3.3 Staff Recruitment and Development

LIAS is committed to recruiting and developing a diverse workforce.

We will:

- Implement inclusive recruitment and promotion practices

- Use diverse interview panels
- Monitor equality data across the employee lifecycle
- Deliver staff CPD on unconscious bias and inclusive leadership

3.4 Tackling Harassment and Discrimination

LIAS will adopt a zero-tolerance approach to harassment, bullying, victimisation and discrimination.

We will:

- Publish clear reporting and response procedures
- Provide training and guidance for staff and student leaders
- Offer confidential support services
- Monitor cases for patterns and trends

4. EDI Objectives and Monitoring

This policy supports the LIAS Access and Participation Statement and future Access and Participation Plan (APP).

Our initial EDI objectives include:

- Increasing participation from underrepresented groups
- Reducing attainment gaps
- Increasing staff diversity

Targets include:

- Minimum 30% representation from underrepresented student groups by 2028
- Reducing attainment gaps exceeding 10% to below 5%
- At least 25% of academic and leadership staff from underrepresented groups by 2029

These objectives will be:

- Monitored annually
- Informed by admissions and achievement data
- Reported to the Director and Advisory Team
- Updated every three years

5. Monitoring, Review and Reporting

LIAS is committed to transparency in its EDI approach.

An annual EDI Data and Impact Report will include:

- Commitment to monitor and report on pay equity as the institution grows, including gender and ethnicity pay gap data when the workforce size makes this meaningful
- Student demographic analysis
- Staff recruitment and promotion trends
- Progress updates on EDI objectives

Additional commitments include:

- Student consultation through the SSLC and EDI advisory groups
- Annual surveys and focus groups
- Institutional quality reviews
- Annual review of the EDI Policy

This policy will be reviewed by 30 June 2027 and annually thereafter. Material amendments to this policy will be emailed to all current students and staff at least 14 days before taking effect, except in emergencies.

Any personal data processed in connection with monitoring EDI (e.g., equality monitoring data) will be handled in accordance with our Privacy Notices and UK GDPR. For queries, contact the Data Protection Lead at privacy@lias.org.uk.