



Strategic Plan

Admissions Portal

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, the Office for Students (OfS) Conditions of Registration and the expectations of our UK university partners 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 Academic Board will oversee EDI commitments and report annually.
- EDI considerations will be embedded into policy approvals and curriculum decisions.
- The Director of Academic Quality and Student Experience will hold institutional responsibility for EDI.

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 campus facilities
- 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 Academic Board
- 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:

- Gender and ethnicity pay gap data
- 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