

## *Commitment to Equality, Diversity & Inclusion*

King's Careers & Employability are fully committed to supporting, empowering and levelling the playing field for our students, research staff and graduates from all backgrounds and communities.

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We aim to achieve this through targeted initiatives and embedding inclusivity in all our practices, alongside influencing the student and graduate labour market to ensure that it is representative of diverse knowledge, attributes, skills and experiences.

As a world-class Careers & Employability department, our commitment to social justice extends to our work with graduate recruiters, practitioners and developers; we work in partnership with employers who embrace diversity, inclusion, equity and internationalisation on a wide range of activities aimed at improving the employability and career prospects of our service users.

### **Anti-racism**

We celebrate our diverse community of staff, students, alumni and partners and recognise that there is inequality and racism around us, within higher education and within employment. We therefore are committed to actively fighting racism as well as tackling all forms of structural inequality.

We actively promote equality of access and uphold King's policies and practices on Equality, Diversity and Inclusion and race equality and aim to embed these in all areas of our work, in order to ensure that our services are fair, accessible and equitable to all students and service users regardless of individuals' protected characteristics or personal circumstances, including ethnic, cultural, religious or socio-economic backgrounds.

We have constructed a framework of guidelines for embedding inclusive language into our practice, in consultation with students and other stakeholders.

### **Accessibility**

Our Strand Careers Centre is fully accessible to wheelchair users and fitted with an induction loop. Whilst our Guy's Office does have barriers to access, we encourage you to ask our team if you need assistance to enable you to use our facilities or services more effectively. Access guides are available on our website.

Our on-campus events are offered in accessible venues and every effort is made to ensure that disabled students are able to fully participate in events and access slides and presentation materials.

Our virtual events are hosted with closed captions and considering the needs of our diverse audiences. Please ask our team if you need assistance to enable you to use our facilities or services more effectively.

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### **Updated: July 2021**

*King's Careers & Employability is a member of the Association of Graduate Careers Advisory Services (AGCAS) and as such upholds their codes of best practice in graduate recruitment.*