



## All Included at Nescot

At Nescot, we're proud of our inclusive culture.

We welcome and celebrate the differences among our students and staff: different backgrounds, different ambitions, different ways of living and thinking.

The diversity among you, our students, and our staff makes our community stronger and our learning experiences richer.

### Our responsibilities to you

In your time at Nescot, we want you to have the freedom to grow and develop as you. We're committed to ensuring that everyone here feels they belong.

At Nescot, we actively support and promote equality of opportunity not just because it is the right thing to do, but because it makes our college stronger. We champion inclusivity and fairness under the Equality Act, which protects you from discrimination based on:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

We want you to be empowered to be yourself at Nescot!

### Your responsibility to others

As individuals at Nescot, our personal contribution is vital to creating and maintaining a welcoming and inclusive culture. Inclusivity comes from behaviour, sharing our experiences and thoughts, and empowering others to do the same. Each of us commits to listening to, respecting and learning from others.

In turn, our inclusive culture inspires us as individuals to try new things, speak openly and be bold. It brings us together in ways which help us to stand out. It enables us to connect, belong and grow as individuals and as a community.



**A message from Julie Kapsalis,  
Acting CEO and Principal**

*“Nescot relies on the unique contributions each member of our College makes. Your differences make us better, and without you our community would not be the same! Inclusivity comes from the actions we all take. I ask you to be proud of yourself, and to think about how you can support others to feel the same. When we encourage and include everyone, we discover something new about ourselves and the world around us.”*

**[Read our full policy here.](#)**