

Equality, Diversity and Inclusivity Policy

Purpose and Context

This policy sets out the University's commitment to providing an inclusive learning and working environment in a culture of mutual respect and dignity, where all staff and students are valued for their contribution and able to reach their full potential.

This policy is underpinned by the [Equality, Diversity and Inclusivity Framework 2020 - 2025](#) which outlines the vision, objectives and strategy for Equality, Diversity and Inclusion at the University.

Scope

This policy applies to all staff and students at the University. It also applies to all external contractors, suppliers of the University and visitors to the University.

1. Legislative context

1.1 The Public Sector Equality Duty requires all public bodies to have due regard to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010
- advance equality and diversity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

1.2 The Equality Act 2010 recognises and protects nine characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

2. Aims

2.1 The aim is for the University to be a place where people are given the best possible opportunities to make a success of their lives, whatever their background. Everybody has a valuable contribution to make; our challenge is to unlock the talents and potential of all our staff and students. We celebrate diversity and belonging so that different cultures can thrive, adding to the richness and experience of our community. This implies that:

1. The University will seek to create an open, trusting environment, in which there is an absence of prejudice, discrimination and harassment.
2. The University will provide a welcoming environment, nurturing a climate of respect and co-operation, with open and tolerant discussion of important issues, expecting our community to respect one another as fellow human beings and treat one another with dignity; prejudice will be challenged where it becomes apparent in behaviour.
3. The University does not tolerate any form of unlawful or unfair discrimination and seeks to provide an environment free from discrimination against students, staff, visitors, suppliers, and others on the grounds of sex, race, sexual orientation, religion/belief, disability, or any other protected characteristic. The University also recognises the potential for discrimination on the basis of asylum seeker status and commits to addressing this within regulatory and legal constraints.
4. The University will treat harassment, including sexual misconduct, as a form of discrimination and will seek to eliminate it.
5. The University will promote cross-cultural contact between different communities at all levels, foster understanding and respect, and seek to break down barriers.
6. The University will seek diversity of knowledge, background and experience in recruiting staff and students, and will value flexibility in working patterns.
7. The University will encourage initiative, creativity and innovation, helping staff and students to be open to new ideas, to learn, to share good practice, and to succeed.
8. The Equality, Diversity and Inclusivity Policy will be drawn to the attention of staff and students regularly, and everyone will be helped to understand, through induction, training and development, what it means to celebrate diversity and will be held accountable for adherence to its values.
9. Relevant policies and procedures will be reviewed regularly to ensure that they are objective and fair, and all buildings and facilities will be inspected regularly to ensure that they are supportive of students and staff with disabilities.

3. Responsibility

- 3.1 Each member of our University community has a responsibility to behave in accordance with the principles of our Equality, Diversity and Inclusivity Framework and this Policy. We all have an important role in ensuring that we all work and study in a welcoming environment that is free from discrimination, bullying, harassment and victimisation.
- 3.2 Behaviours that are in breach of this policy will be treated seriously and dealt with under appropriate University procedures and may result in disciplinary action being taken.
- 3.3 All staff and students of the University, visitors to the University, external contractors and suppliers are responsible for ensuring that they understand and apply this policy throughout their day-to-day activities and interactions.
- 3.4 University Council is responsible for ensuring the University complies with the requirements of the Equality Act 2010.
- 3.5 Senior management, together with all line managers have a responsibility for promoting equality of opportunity and ensuring this policy is implemented.

POLICY SIGN-OFF AND OWNERSHIP DETAILS

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Compliance Checks:	HRG SMT regularly review to ensure compliance
Related Policies/Procedures:	Dignity at Work Procedure Disciplinary Procedure Disciplinary Rules Grievance Procedure

REVISION HISTORY

Version	Date	Revision description/Summary of changes	Author
V1.1	October 2016	Formatting updates (minor amends not requiring committee approval).	HR Manager
V1.2	November 2019	Formatting updates (minor amends not requiring committee approval) and transference to new template.	HR Manager
V1.3	November 2021	Updated to bring in line with EDI Framework and renamed from Equal Opportunities and Diversity policy.	EDI Manager
V1.4	July 2022	Minor changes to policy wording	EDI Manager
V.2	March 2024	Formal Review. Updates to terminology, minor formatting amends.	EDI Manager