

EQUALITY AND DIVERSITY POLICY

1. Purpose and Scope

- 1.1 The purpose of the Equality and Diversity Policy is to set out the University's commitment to equality and diversity, its legal duties and the rights and responsibilities of members of the University community.
- 1.2 The Equality and Diversity Policy is intended as an over-arching statement of the University's provisions and arrangements for equality and diversity.
- 1.3 The University is committed to the principles of equality, diversity and inclusion. In order to improve outcomes for our students we must identify the diverse range of students' needs and experiences and create a learning environment that is built upon collaboration, peer learning, respect and tolerance.

2. Policy Statement

- 2.1 The University's Royal Charter, Article 15 states that:

The University shall abide by all relevant discrimination legislation and discrimination will not affect admittance to the University, the holding of office therein or the bestowing of any advantage or privilege therein.

- 2.2 In accordance with the Royal Charter and statutory responsibilities, the University is committed to creating and maintaining where diversity is valued and discrimination challenged. The University acknowledges the rights of all members of the University community:
 - a) to be treated with respect and dignity;
 - b) to be treated fairly without discrimination, and
 - c) to be encouraged to achieve excellence.
- 2.3 The University will develop and implement strategies as appropriate to demonstrate commitment to these values.

3. Legal Responsibilities

- 3.1 The University's commitment to equality of opportunity is grounded in the Equality Act 2010. The Act establishes nine protected characteristics on the grounds of which discrimination is unlawful:
 - Age
 - Disability
 - Gender Identity Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual Orientation



- 3.2 Protection from unlawful discrimination on the grounds of a protected characteristic applies in relation to the admission and treatment of students as well as the employment and treatment of staff. Unlawful discrimination can be direct or indirect and can include harassment, bullying or victimisation. It can also include discrimination arising from failure to make reasonable adjustments for disability-related needs.

4. Responsibilities

4.1 The University

The overall responsibility for compliance with equal opportunities legislation and the implementation of the policy lies with the University's Council and Senate who, jointly through the Diversity & Inclusion Committee, will:

- Delegate management of obligations to relevant departments, staff and committees; and
- Establish such procedures as are necessary to ensure that the University meets its statutory and policy obligations.

4.2 Individuals

All members of the University have a responsibility to uphold the University's commitment to equality, as expressed in this policy, by:

- Treating students, staff and visitors with dignity and respect;
- Not engaging in, colluding in or encouraging behaviour that constitutes unlawful discrimination under the Equality Act 2010;
- Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations as required under the Equality Act 2010;
- Provide a student / learner induction, including an introduction to our policies and the setting of ground rules to ensure that students and staff show respect and tolerance for each other;
- Working with schools, communities, employers and others to widen participation in learning;
- Ensuring that publicity materials and promotional activities are designed to encourage participation from all sections of the community and in particular groups who are under-represented in learning; and
- Ensuring that course design, delivery and assessment takes account of equality and diversity resulting in course materials that are fully accessible to all students by being provided in different formats as appropriate.

Members of the University found to be engaged in unlawful discrimination will be subject to disciplinary proceedings.

University staff will undertake mandatory Equality & Diversity training as part of their Induction to the workplace.

4.3 Contractors and Suppliers

Major contractors and major suppliers who provide a service on behalf of the University, and all of those who provide a service specifically on behalf of the Medical School, are subject to the requirements of this policy.

The evaluation and selection processes for such contractors and suppliers (including consultants) should include the extent to which they comply with legislation and the equality and diversity policy.

All contracts should have provisions for compliance with the legislation and policy, and termination in the event of breach or non-compliance.

4.4 Visitors

All visitors to the University (including those with honorary contracts) will be expected to comply with this policy.

5. **Promotion**

- 5.1 The Policy will be made available on the University website which is accessible to all.
- 5.2 A copy will be distributed to all employers of apprentices which they must sign the commitment statement to demonstrate received and understood.
- 5.3 Apprentices will also complete 10-12 weekly progress reviews which will question Apprentices about Equality & Diversity to ascertain understanding and highlight any potential issues.

6. **Monitoring and Review**

- 6.1 The University will maintain appropriate staff and student information and monitoring systems to assist the effective implementation of this policy.
- 6.2 Information relating to applicants for employment and staff will be collected by the University's HR team and reviewed by the Diversity and Inclusion Committee.
- 6.3 Procedures at admission, registration and the learning and teaching environment will be reviewed by the Diversity and Inclusion Committee.
- 6.4 All such information will be treated sensitively and in accordance with the University's Data Protection Policy.
- 6.5 The effectiveness of this policy will be kept under review and amended to reflect developments in equality legislation and best practice.
- 6.6 Monitoring data on age, sex, ethnicity and disability in order to be able to take action to reduce any significant variation in achievement between different groups of students so as to ensure all students can reach their potential.

7. **Complaints**

- 7.1 Any complaint will be deal with in a timely and sensitive manner, and in accordance to the relevant procedure.
- 7.2 Students who believe that they have been subjected to discriminatory behaviour should utilise the Complaints or Academic Appeals Procedures as appropriate.
- 7.3 Staff who feel they have been subjected to discriminatory behaviour should utilise the Grievance Procedure.

Authorisation



Mr Christopher Payne
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