



# Equality, Diversity & Inclusion Policy

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# Equality, Diversity & Inclusion Policy

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## 1. Introduction

The policy takes into account the updated approach to equality by the UK Government and with the aim of:

- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Fostering good relations between people who share a protected characteristic and those who do not.

This policy outlines our commitment across all operations of the University with an internal and external focus. Internally we are creating an inclusive working, researching and studying environment where differences are valued and equality of opportunity is advanced. Externally our focus is on continuing to deliver a fair service to our students and visitors by meeting the changing needs of global diverse communities.

## 2. Equality Statement

Regent's University London is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

In addition to being compliant with the equality laws, public duties, and Human Rights Acts (Universal and European), the University also supports diversity and promotes equality of opportunity for all staff, students and visitors regardless of their:

- Protected Characteristic (Equality Act):
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil partnership
  - Pregnancy and Maternity (including Paternity)
  - Race (colour, ethnic or national background)
  - Religion or Belief (including non-belief)
  - Sex
  - Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions

The Equality, Diversity & Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our national and international staff; students; and anyone associated with the University (e.g. visitors, contractors and service providers).

### **3. Commitment to Equality**

The University aims to ensure that equality is embedded into all its functions, operations and activities. Initiatives to support the embedding process are facilitated by the University's HR department & Student Services. This policy reinforces Regent's values, which are caring, collaboration, integrity, excellence and internationalism.

### **4. Assessing the Equality of Opportunity and Fairness**

The University is committed to promoting and monitoring fairness and equality of opportunity and for any change initiative or new policy it will look to consider the impact on equalities.

### **5. Responsibilities and Commitment**

Each individual is responsible for their own behaviour and must accept the principle that there is equality of opportunity and fairness for all staff and students and anyone associated with the University (e.g. visitors, contractors and service providers), in all aspects of University life.

Individuals must ensure they do not support unfair behaviour by ignoring what is happening around them and must not incite or collude with unfair or unlawful discrimination.

Any member of the University found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

All staff, students and anyone associated with the University, have a responsibility to adhere to this statement and apply it in their day to day work. The specific responsibilities in relation to this statement are as follows:

1. The Trustee Board, as the employer, is ultimately responsible for ensuring that the University fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.
2. The Directorate, having the overall leadership for running the University, has the responsibility to ensure that the responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled across the University.
3. The Pro Vice-Chancellor (Human Resources) is responsible for implementation of this statement with respect to staff and also for implementing related policies and procedures, and ensuring that all staff receive appropriate equality and diversity inclusion training.
4. The Chief Operating Officer, responsible for Student Services, is responsible for implementation of this statement with respect to students and also for implementing related policies and procedures.
5. Heads of School/Department have a responsibility to raise the profile of the policy within their Schools/Departments and ensure that all staff and students

are aware of the commitments within the policy. They also have a responsibility to promote equality of opportunity and to eliminate discrimination within their Schools/Departments.

6. All staff and students have a responsibility to promote equality and to eliminate discrimination on the grounds listed in section 2 and to adhere to the *Equality Statement*. Any act of discrimination or harassment by a member of staff or a student will be taken very seriously and may result in disciplinary action being taken.

## 6. Monitoring

Monitoring will be essential to ensure that the University's *Equality Statement* is working effectively. In order to achieve this, the University will monitor annually and publish details of:

- the profile of the staff and student population across the 'protected characteristics' (transgender profiles are not published)
- student applications, offers made, acceptances, assessment results, drop-out rates and awards of degrees
- recruitment and selection, leavers, promotion, re-grading and participation in training and development activities
- complaints, including harassment and bullying complaints, grievances and disciplinary proceedings for staff and students.

The University guarantees that information gathered for the purposes of monitoring will be used only for monitoring and to improve its equality performance and will be held and processed in accordance with the Data Protection Act (1998).

## 7. Complaints of Discrimination or Harassment

1. If a member of staff feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the University's *Grievance Procedure*.
2. If a student feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the University's Student Disciplinary Policy and Student Code of Conduct.

Advice on the use of these procedures can be obtained from Human Resources and Student Services.

## 8. Supporting Policies & Guidance

The University has a range of policies and guidance that support the underlying principles of this policy. Further information can be obtained from Human Resources and Student Services.

## **9. Review**

A review of the policy will be conducted one year into its operation, in addition to the University feedback initiatives such as questionnaires and surveys which can inform its on-going content an operation.

If you have any questions regarding the content of this statement or would like any further information, please contact Human Resources (for staff queries), or Student Services (for student queries).