

# Equality, Diversity & Inclusion

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**Approved by:** *The Vice-Chancellor's Executive Team  
Future amendments to the Equality, Diversity & Inclusion Committee first*

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## Policy version tracking

Version Number	Date	Revision Description	Editor	Status
1	June 2021		Grant Valentine	<updated, approved, published>

## 1. Purpose

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.

The aim of the policy is:

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

## 2. Policy 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 the 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. Scope

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 Support. This policy reinforces Regent's values, which are caring, collaboration, integrity, excellence and internationalism.

### 4. Responsibilities

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:

- i. The Board of Directors, 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.
- ii. The Vice-Chancellor's Executive Team, 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.
- iii. The Director of HR 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.
- iv. The Head of Student Support, reporting to the Provost and Deputy Vice-Chancellor, is responsible for Student Support and responsible for the implementation of this statement with respect to students and also for implementing related policies and procedures.
- v. All managers have a responsibility to raise the profile of the policy within their teams and to 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 management areas.
- vi. 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.

## 5. Monitoring and review of the policy

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 (2018).

This policy will be reviewed at least once every 2 years by the Director of HR and reported to the Equality, Diversity & Inclusion Committee.

### Related documents

*Student Code of Conduct*

*Student Complaints Policy*

*Student Disciplinary Policy*

*Bullying, Harassment and Sexual Misconduct Policy*

*Staff Disciplinary Procedure*

*Staff Grievance Procedure*