

Edge Hill  
University

---

**EQUALITY &  
DIVERSITY  
POLICY**

## Introduction

Edge Hill University aims to provide a safe, supportive and welcoming environment for its staff, students and visitors and those applying for employment or study, where equality is promoted, diversity is valued and the rights and dignity of all is respected.

In exercising its policies, practices, procedures and other functions, the University will have due regard to its duties under the Equality Act 2010 and to the protected characteristics specified within it, as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

## Commitments

Edge Hill is committed to ensuring that people's individual qualities are recognised and that everyone is treated with dignity and respect, regardless of:

- Age;
- Disability;
- Ethnicity (including race, colour and nationality);
- Sex;
- Gender reassignment;
- Religion or belief;
- Sexual orientation;
- Marriage and civil partnership; and
- Pregnancy and maternity

To deliver these commitments the University will:

- Promote the aims of this policy.
- Mainstream equality into the University's strategic and planning agenda.
- Encourage respect and good relations within and between groups.
- Be proactive in eliminating discrimination, including harassment and bullying through training and the production and dissemination of codes of practice and guidance.
- Fulfil its legal obligations under relevant legislation, including the requirement to meet the Public Sector Equality Duties (the general duty and specific duty).
- Ensure this policy, and supporting codes of practice and guidance, are available to all staff and students.
- Seek to ensure that all staff and students have equal access to the full range of institutional facilities and that adjustments to working and learning practices are considered wherever reasonably possible in order to accommodate a more diverse community.

- Develop equality objectives and an action plan, and report on progress toward attaining those objectives.
- Regularly review the terms of this policy and all associated codes of practice and guidance.
- Take seriously and deal with situations where anyone is in breach of this policy.
- Provide equality and diversity training and guidance for staff as appropriate, including training on induction.
- Advise all students of their responsibilities to the University and to students and staff in relation to this policy.

## Scope of the Policy

This Policy applies to all members of the University community, including:

- All members of staff, and staff from other institutions on placement at, or visiting the University.
- Individuals with honorary or affiliate status.
- All students, including visiting placement and apprenticeship students.
- Visitors, including external persons or agencies using the University's premises, facilities or services.
- Contractors working at the University.

Individuals working or acting on the University's behalf, including suppliers of goods and services

## Application

The University will apply the Equality and Diversity Policy to all areas of employment including:

- Recruitment and selection of staff
- Promotion opportunities
- Evaluation of roles and grading
- Training and development opportunities
- Discipline and grievance procedures
- Redundancy procedures
- Dismissals

The University will apply the Equality and Diversity Policy to its relationship with students including:

- Admission to study
- Delivery of all support services
- Learning and teaching styles
- Assessment and examination
- Accommodation

Where staff or students have particular requirements related to Equality and Diversity these will be dealt with objectively and accommodated where reasonable and practicable.

## Roles and Responsibilities

All members of the University are responsible for their personal 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.

Staff and all students have a responsibility to:

- Support and uphold the principles contained in the Equality and Diversity Policy and supporting policies.
- Challenge inappropriate behaviour or any discrimination and must not incite or collude with unfair or unlawful discrimination.

Managers and supervisors have a responsibility to:

- Promote equality and diversity.
- Challenge unacceptable behaviour.
- Give serious consideration to complaints of harassment or discrimination and deal with them fairly, thoroughly, quickly and confidentially.
- Ensure staff and students know how to report discrimination, bullying and harassment.
- Ensure that reporting incidents does not result in victimisation.

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

## Breaches of Policy

Contravention of this policy will be considered a serious disciplinary matter. Any breaches will be considered under the relevant and most appropriate policy or procedure.

Members of staff should be aware that breaches could potentially, in some cases amount to gross misconduct leading to summary dismissal.

Under the law on discrimination, a member of staff can be held personally liable for an unlawful act of discrimination against a fellow member of staff or a job applicant and an employment tribunal application may be brought against them personally as well as against the employer. A person can be found to have discriminated against another even though they may not have intended to discriminate.

Any breach of this Policy by a student will be investigated and may lead to further action being taken, including disciplinary action which may result in exclusion.

## Complaints

Staff who have any concerns about the implementation of this policy, or feel that they may have been disadvantaged, discriminated against, harassed or victimised, should initially raise this with their line manager or HR Adviser.

Students are advised to seek guidance from their personal tutor, Student Services or the Students' Union.

## Confidentiality

Any information disclosed to the University in relation equality and diversity issues will be kept strictly confidential in accordance with legislative requirements.

## Publication and Communication for this Policy

This policy will be published on our website and wiki so that it is available to all staff, students and other interested people. We can also provide copies of this policy in different formats (for example, Braille) if you ask us to.

## Monitoring and Review

- The University will maintain appropriate staff information and monitoring systems to assist the effective implementation of this policy. This information will be treated sensitively and in accordance with the University's data protection policy.
- The effectiveness of this policy will be kept under review and amended to reflect developments in equality legislation and best practice.

# Edge Hill University

---

<b>Document Title</b>	Equality & Diversity Policy
<b>Document Owner</b>	Director of Student Services
<b>Approved By</b>	SSCNC & TSCNC
<b>Date of Publication</b>	May 2018
<b>Date for Review</b>	December 2020