

BISHOP GROSSETESTE UNIVERSITY

Document Administration

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BISHOP GROSSETESTE UNIVERSITY

DIVERSITY AND EQUALITY POLICY

1. Diversity and Equality Mission

Bishop Grosseteste University (BGU) is committed to developing an environment that is inclusive, fair, open and welcoming of individuals from diverse groups. Diversity and equality is recognised, encouraged, promoted and valued at all levels of the University and in all its functions. As stated in its Core Beliefs and Values, BGU 'is committed to being an inclusive community fosters an ethos of mutual respect, trust and care'.

2. Diversity and Equality Defined

'Diversity consists of visible and non-visible differences... It is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilised, and in which organisational goals are met' (Kandola and Fullerton, 1998¹).

3. Diversity and Equality Statement

We believe that the aims and objectives set out in the University's Corporate Plan will be best achieved by recruiting students and staff from the diverse local, regional, national and international communities that we serve. We aim to fully recognise and utilise the skills and experience of everyone within the University community. By recognising, respecting, understanding and celebrating difference, we recognise that BGU will become a more inclusive organisation, that its reputation as a forward-looking institution will be enhanced, and everyone associated, or wishing to be associated, with the University will benefit as a result.

- BGU is committed to eliminating discrimination and actively promoting equality of opportunity for its staff and students.
- BGU is committed to developing and maintaining a workforce and student population representative of the communities from which those individuals are drawn.
- BGU provides an environment which is inclusive, fair, open and welcoming of diverse groups, and where prejudice, discrimination, and harassment are not accepted.
- This policy applies to all colleagues working for the University on a paid or voluntary basis, all students, and all visitors, consultants and contractors who visit our premises.
- This policy covers the work of the University, our practices and other policies, employment terms and conditions, management, marketing, and the delivery of all academic and support services to its prospective and current students and graduates.

¹ KANDOLA, R. and FULLERTON, J. (1998) *Diversity in Action: Managing the Mosaic (Developing Strategies)*. London: Institute of Personnel and Development

- This policy aims to ensure that all employees and students, both prospective and current, are treated equally and as individuals regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- We will ensure that we comply with all legislation and good practice by introducing, implementing and regularly reviewing policies and procedures. We will regularly monitor and review the policy to ensure its compliance with legislation through the implementation of action plans.
- We will work with other institutions and the local community to tackle discrimination, promote diversity and disseminate good practice.
- The University's Senior Management Group is responsible for the implementation of this policy.

4. Action Plans

Our Diversity and Equality Objective Action Plan is used to identify, monitor and review actions required to deliver the equality objectives. An annual Diversity and Equality Report is considered by SLT, Senate and University Council.

5. Aims and Objectives

We aim to:

- ensure all members of the University community understand our mission and the priority this attaches to promoting Diversity and Equality;
- ensure all members of the University community understand our commitment to the Diversity and Equality;
- ensure diversity and equality values are embedded in the University's Strategy and HR Strategy;
- go beyond current legislative requirements and embrace diversity and equality as a concept that will ensure best practice in the development and application of University procedures;
- develop skills in staff throughout the University, in order that they are aware of the issues relating to diversity and equality and to ensure all processes are inclusive and fair;
- create an environment which is able to respond to the individual needs of staff and students and which allows the University to enhance its reputation for high standards of quality;
- ensure that a culture is developed which enables diversity and equality to add value to our activities, in which all individuals feel they are valued and can work productively to meet the University's goals;
- adopt a pro-active approach to widening participation by encouraging people from disadvantaged and under-represented backgrounds to enter higher education.

6. BGU Diversity and Equality Policies Structure

BGU's Diversity and Equality Policy is not a standalone policy. It overarches and is supported by several other policies relating to the diversity and equality agenda.

7. Responsibilities

All students and employees have a duty to co-operate with the University to ensure this policy is effective in ensuring equal opportunities for all and to prevent all forms of direct and indirect discrimination and/or harassment.

- Failure of individuals to comply with the University's Diversity and Equality Policies will be treated as a disciplinary offence.
- Serious breaches of the University's Diversity and Equality Policies will be treated as gross misconduct and could render students and employees liable to exclusion and dismissal respectively.
- Individuals can be held personally liable as well as, or instead of, the University for any act of unlawful discrimination.
- Individuals who commit acts of harassment may be guilty of a criminal offence.

8. Equality Impact Assessment

Equality impact assessment is the thorough and systematic analysis of a policy or procedure to determine whether it has a differential impact on a particular group. It is an anticipatory process that allows institutions to predict possible barriers faced by a group that is likely to face discrimination or disadvantage on the basis of age, gender, race, gender reassignment, disability, sexual orientation, religion or belief, Marriage and Civil Partnership, pregnancy and maternity or paternity, or any other inappropriate distinctions (protected characteristics of the Equality Act 2010).

Equality Impact Assessments are one way in which BGU ensures that it is compliant with the Public Sector Equality Duty, set out in the Equality Act 2010. It is recommended by HEFCE and the Advance HE (formerly the Equality Challenge Unit) that formal and informal policies and procedures should be considered for equality impact assessment and the concepts of relevance and proportionality be adopted when deciding to undertake full equality impact assessments.

The Equality Impact Assessment Guidance is available on SharePoint.

9. Monitoring, Review and Feedback

Effective monitoring and review, through the use of data analysis and action plans, allows us to ensure our practices are capable of reaching and protecting the full range of possible candidates and help to guard students and employees against any potential for discrimination. In order to ensure maximum effectiveness of this policy it is essential all students and employees are encouraged and enabled to give constructive feedback and make suggestions for amendments to this policy. Such feedback will be considered by the People and Inclusion Committee at the earliest opportunity. If you believe there is action that BGU needs to take in order to address discrimination, or you would like to speak to someone confidentially, please contact the following people who will be happy to discuss your concerns and ideas with you:

- Staff members: Director of Human Resources



- Students: Head of Student Advice

The Diversity and Equality policy will be reviewed by the Diversity and Equality Committee every three years.

10. Legislation The current legislative framework this policy relates to consists of:

- Human Rights Act 1998
- Equality Act 2010

To access hard copies of this legislation please contact Student Advice or Human Resources.

11. Employee Awareness

Employees of the University will be made aware of this policy at the time of their induction and through details provided in the Employee Handbook.

All permanent or fixed term employees will be expected to complete a Diversity and Equality e-Learning module as part of their induction. Staff members will be expected to retake the training when significant legislative changes are made.

12. Student Awareness

Students will be made aware of this policy at registration.



ANNEX 1:

ESF Projects

This policy applies to ESF funded projects:

- Building Better Opportunities Programme-

Greater Lincolnshire MOVE Project

- Improving Labour Market Relevance of Education and Training Systems
 - ESF 2235 Specialist Teaching
 - ESF 2233 Specialist Skills Advisor

