

Equality and Diversity Policy

2019-2022

This policy is a formal statement of the University's commitment to equality and fair treatment, and to creating an educational environment where discrimination in all its forms is challenged effectively.

1. Principles and Values

The University supports the spirit as well as the letter of equality law and thus adopts a positive approach rather than simply a compliant one. It is committed to ensuring that access to its provision is consistent with its Equality and Diversity Policy.

The importance and value of equality and diversity is inherent in the University's strategic objectives. The University's Strategy '*Open for change*' highlights the importance of establishing a culture and environment in which staff, students on full-time and part-time programmes and apprentices undertaking an apprenticeship and visitors understand and embrace the principles and practices of equality and diversity.

The University's People Strategy '*Working Together, Supporting Each Other*', highlights key objectives to progress the University's vision and values around equality, diversity and inclusivity (EDI). This includes progressing our EDI website, HR recruitment and induction materials and the EDI staff intranet pages, demonstrating the University's vision and values around EDI, both generally and across each of the nine protected characteristics.

The University's strategic progress against its defined objectives and its drive for inclusivity can be evidenced in its Inclusivity Annual Report, which reflects on the equality and diversity experience and activity for the preceding year and the University's ambitions for future years. The University's annual Gender Pay Gap report is published on the University's website and on the Government portal.

Respect for the individual, the freedom of debate and discussion, equality and the encouragement of diversity lie at the heart of our values and, as a University with a sense of community, we remain passionate about widening educational opportunity and its contribution to social justice.

We work to ensure that all individuals are able to maximise their potential and recognise that diversity strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

The University of Chichester strives to:

- eliminate unfair treatment or disadvantage in all its core and related activities.
- promote equality of opportunity to enable staff and students to reach their full potential.
- promote good relations between all persons.
- acknowledge and celebrate the breadth of experience and intellectual resources that people from diverse backgrounds bring to the life of the University.

2. Statement of Policy

All colleagues, students and external parties in partnership or association with the University are required to adhere to the principles and requirements of equality legislation and the University's Equality and Diversity Policy (including any associated procedures), and its implementation.

Equality law seeks to protect those individuals that receive unfair treatment based upon irrelevant criteria, because of a particular characteristic or dual characteristics. Such treatment may be

deliberate and overt, though it may also be subtle and unwitting, based upon ill-founded ideas and assumptions.

The University seeks to ensure that all individuals are able to maximise their potential and do not face unfair barriers. The protected characteristics identified in equality law are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The University does not tolerate any form of discrimination or abuse by colleagues, students or anyone else connected with the University and its activities. This includes all contractual service providers, sub-contractors, apprentice employers and collaborative partners, who are required to adhere to equality legislation when providing goods, facilities or services. For partners outside the UK, the University will ensure, through its due diligence procedures, that there is a satisfactory alignment between its relevant policies and practices and those of any potential partners.

Whilst there may be special measures to increase the presence of under-represented groups this does not mean that the University aims to match group proportions within the University to those in the general or even local population, since staff/student choice, the academic offer, the relative status of different institutions and location all play a part in who seeks to join any university. The proportions of males and females, minority ethnic people, disabled people etc. varies across the University, often determined by wider cultural assumptions about subject and career appropriateness; not all of which is within the University's control, although we may seek to influence it.

3. Responsibilities

The Board of Governors, the Vice-Chancellor's Group (VCG), the Senior Management Team – Heads and Directors of Departments/Institutes - hold direct responsibility for ensuring that equality of opportunity forms part of the ethos of the University and is embedded in its practices and operations.

To support this work, VCG take a pro-active lead in driving the equality agenda forward, monitoring compliance and promoting good practice across the University.

Every manager in the University of Chichester is accountable for the effective implementation of this Policy and associated procedures and for monitoring diversity in their area of responsibility.

Each member of the University community has a responsibility for upholding this Policy and for behaving in ways that are consistent with fair and equal treatment for all. Each person is responsible for their own learning and engagement with equality issues and actions, and has a duty to consider the impact of their actions to ensure that they do not have a detrimental effect on the achievement of equality of opportunity. This includes staff working for contract companies and those involved in collaborative activities with the University of Chichester in whatever form.

Equality and diversity are raised as an agenda item on the following Committees and Groups:

- Board of Governors
- Governors' Strategy & Resources Committee
- Vice-Chancellor's Group
- Academic Board

- Student Forum
- Degree Apprenticeship Forum
- Degree Apprenticeship Operational Management Group
- Learning & Teaching Committee
- Research Committee

4. Supporting Policies

The University may introduce additional policies and other documents to support its aim for equality and fair treatment. All such policies and documents should be considered as a sub-section of the Equality and Diversity Policy including recruitment and selection policies for employees and apprentices.

Teaching, Learning and Assessment

The University recognises that it is imperative that the principles of inclusivity and diversity are embedded across all teaching, learning and assessment and that encouragement of academic and personal development is undertaken with staff having awareness of the differing needs of full-time and part-time students and apprentices. As all protected characteristics could be represented across the student population, the University recognises the importance of encouraging diversity to be reflected in the content of courses, teaching methods and forms of assessment.

Research

Research is a part of the University's core mission; the creation and dissemination of new knowledge and insights an underpinning activity for the institution. All staff and research students should have the same access to research opportunities no matter what their background or characteristics. This may include, and is not limited to, access or funding or support, training or development, promotional opportunities and inclusion in external assessment exercises such as the Research Excellence Framework.

5. Communication

To support all parties in fulfilling their responsibilities the University will ensure that:

- the Equality and Diversity Policy is communicated, in a variety of forms, to all staff in all roles, students and potential applicants (staff or students), contractors and sub-contractors and collaborative partners
- aspects of the implementation of the Policy and related updates and information are promoted across the University
- appropriate training and guidance including provision within the University's Professional Development Programme and on-line, are given to those accountable for the implementation of the Policy, in order to ensure that individuals understand their responsibilities and the legal framework
- external bodies and agencies with whom the University of Chichester engages embody the same values in their treatment of the University's staff, students and apprentices will communicate this expectation
- that curriculum embeds the principles of equality and diversity and support student and apprentice understanding of how principles effect and can enhance their day to day working and personal life
- the University's promotional and other materials reflect the institution's commitment to equality and diversity. Materials in the public domain (e.g. publicity material, posters, electronic information) are reviewed, wherever possible, to seek to ensure that they do not give offence to particular groups of staff, students or members of the public.

6. Monitoring and Review

The University will:

- review this Policy every three years or more often as required. The Vice-Chancellor's Group will review any amendments to this Policy and its application.
- ensure mechanisms are in place to monitor and review the application of the Policy and the implementation of associated procedures and analyse the available data to identify potential barriers or areas where positive action might be required

7. Reporting and Formal Processes

Individuals should feel able to inform an appropriate person within the University, for example in Student Support and Wellbeing, Human Resources (HR Officer or Inclusivity Officer), Students' Union, Degree Apprenticeship Forum, Student Forum, managers and Heads/Directors of Department/Institute, wherever inappropriate or discriminatory practice occurs, without fear of retribution and in the knowledge that the matter will, where required, be handled effectively under the University's staff or student complaints procedures.

The University of Chichester will treat any contravention or breach of this Policy very seriously and will take appropriate action wherever it is justified.