

EQUALITY, DIVERSITY and INCLUSION POLICY

1 Purpose

- 1.1 Leeds Trinity University is committed to ensuring an inclusive and diverse community of students¹, staff, governors and partners that is enriched by that diversity and in which everyone is valued equally.

2 Scope

- 2.1 This policy applies to all individuals who study, work or visit the University which includes staff, students, alumni, visitors, contractors, suppliers and partners.

3 Aims

- 3.1 The Equality, Diversity and Inclusion Policy sets out the principles on which the University aims to:
- promote a genuinely inclusive environment based on upholding the dignity and respect of all members of our community
 - ensure that all staff and students, both prospective and current, are treated equitably
 - create a positive, inclusive atmosphere and culture where there is a shared commitment to respect diversity, and to challenge and prevent prejudice, discrimination and harassment
 - prepare students to live and work in a diverse society
 - establish and maintain a motivated and committed community of staff where everyone is valued
 - target action to remove inequalities

4 Legislation - Equality Act 2010 and the Public Sector Equality Duty

- 4.1 The Equality Act 2010 recognises and protects nine characteristics:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

¹ The term “students” applies throughout the policy to all those studying with us, whether full or part-time, including apprentices.

4.2 In addition to the characteristics described above, the University is equally committed to promoting and advancing equality, diversity and inclusion in relation to:

- Nationality
- Socio-economic background
- Gender identity

4.3 The Public Equality Sector Duty requires all public bodies to carry out their functions with due regard to the objectives set out in the Equality Act 2010 to ensure they:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited;
- advance equality and diversity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5 Responsibility

5.1 Every staff member, student and other groups identified in this policy are required to avoid unlawful discrimination. We have a role in ensuring that we all work and study in an environment that promotes inclusivity, celebrates diversity and where everyone is treated with respect. Behaviours that are in breach of this policy will be treated seriously and dealt with under appropriate University procedures.

5.2 Board of Governors

The Board of Governors have overall responsibility for legal and statutory compliance and for championing Equality, Diversity and Inclusion across the University.

The discharge of this responsibility will be assisted through consideration of an annual report on Equality Diversity and Inclusion.

5.3 Vice Chancellor

Executive responsibility for Equality and Diversity lies with the Vice Chancellor, who may delegate this responsibility as appropriate.

5.4 Equality Diversity and Inclusion Committee

The Equality Diversity and Inclusion Committee is a management committee chaired by the University Secretary and comprises Academic and Support Senior Managers, HR, Student and Trades Union representatives and Chairs of University Equality Networks.

In accordance with its terms of Reference, the EDI Committee will report to the Executive and will be accountable for ensuring that EDI strategies, objectives and targets are developed, reviewed and actioned appropriately.

5.5 EDI Staff Networks

A number of Equality Network groups (e.g. Women, BAME, Disabled, and LGBT+ staff) act as consultative groups on EDI initiatives, strategies and policy and feed into the Equality and Diversity Committee. Each EDI Network group will be chaired by an elected member of that group, who will act as a conduit between the group and the EDI Committee to provide feedback on staff experiences, suggest areas for action and to act as a consultative body in relation to University EDI initiatives and proposals.

5.6 All Staff and Students

All members of the University community, staff and students, will be expected to abide by this policy. Any failure to comply could lead to disciplinary proceedings being invoked against the individual(s) concerned.

5.7 Visitors, Partners and Contractors

All visitors to the University and partnership bodies, and all who are contracted to work at or for the University or supply goods or services to the University, will be expected to comply with this policy. Any failure to comply could lead to withdrawal of access or exclusion from partnership or relationships with the University.

6 Breaches of Policy

6.1 Complaints will be taken very seriously by the University. Any staff or student found to have acted in breach of this policy will be subject to disciplinary investigation.

6.2 Those that believe they are the subject of discrimination, harassment or any other action which constitutes a breach of this policy should seek confidential help or support from one of the following:

- A Head of Department/Manager
- Their Trade Union representative
- The Human Resources Department
- The Director of Student Services
- The Student Union

Depending on the nature of the issue, advice and support will be provided in addressing it informally in the first instance, where this is appropriate and possible.

Where an individual wishes to report harassment or abuse, they may do so following the mechanisms set out in the Dignity at Work and Study Policy.

6.3 If the problem continues, or it is not appropriate for it to be dealt with informally, then the complainant will be advised on available courses of

action, in liaison with their Trade Union, Human Resources, Line Manager or Student Union (as above).

7 Monitoring and Review

- 7.1 The Equality, Diversity & Inclusion Policy will be reviewed in line with the review of the Strategic Plan and any amendments will be approved by the Executive, the Equality and Diversity Committee and the Board of Governors.