

Equality, Diversity and Inclusion Policy

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1.0	Equality, Diversity and Inclusion Policy	Access, Equality and Inclusion	Senate (November 2020)	From academic year 2020/21	Academic year 2025/26 <i>*This policy is currently under review</i>

Version 1.0

Equality, Diversity and Inclusion Policy

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*The review of this policy will take into consideration any amendments necessary as a result of the EHRC's planned publication of its revised code of practice for services, public functions and associations

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1. INTRODUCTION

- 1.1. The University of Strathclyde is a socially progressive institution, committed to achieving and promoting equality of opportunity in its learning, teaching, research and working environments. We support our students and staff to realise their full potential regardless of background.
- 1.2. We recognise, respect and value difference and diversity within and across the University community. An environment in which staff, students and visitors feel equally valued and respected is key to the realisation of the University's aims and objectives.
- 1.3. The University does not tolerate and works to prevent and eliminate discrimination, harassment and victimisation as defined under the Equality Act 2010 and to ensure that our students, staff and visitors, as well as those who apply to work or study at the University, are treated fairly.
- 1.4. Our ambitions to continue to improve diversity, enable inclusion and promote equality are embedded within our Vision 2020-25 strategic plan and People Strategy and reflected in our shared values.

2. SCOPE

- 2.1. This policy outlines the principles that support the University to embed equality, diversity and inclusion across all areas of its work. It enables staff, students and other relevant parties to understand their rights and responsibilities and to assist the University in promoting equality of opportunity, diversity and preventing discrimination. The policy assists the University in carrying out the duties of the public sector equality duty in Scotland.
- 2.2. The University is committed to promoting equality of opportunity, diversity and preventing discrimination for all. It acts to identify and address inequalities in respect of the protected characteristics¹ of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are also committed to equality of opportunity for students and staff who are care experienced and/or from a background of socio-economic disadvantage.
- 2.3. The policy is relevant to all members of the University community, including:

¹ <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

- All members of staff including those with full-time, part-time and sessional contracts, honorary staff, and staff from other institutions or organisations on placement, or working on a visiting basis at the University
- All students, including exchange and placement students and those applying to study at Strathclyde
- Visitors, including individuals using the University's premises
- Contractors and volunteers working at the University
- Individuals working or acting on the University's behalf, including suppliers of goods and services

2.4. The University works in partnership with Strathclyde Students' Union to take forward its work on equality, diversity and inclusion and seeks to gather relevant student feedback to inform our activities in this area.

3. POLICY STATEMENT

3.1. With regard to our students, staff, visitors and those who apply to work or study with us, and in respect of the characteristics outlined in section 2.2, the University will:

- a) Act to prevent and eliminate discrimination, harassment or victimisation on any grounds. A person's background and characteristics are not considered as criteria in student or staff recruitment, admissions, progression or support. We will ensure a safe, inclusive and respectful culture and environment and a shared commitment to preventing and challenging stereotyping, prejudice, discrimination and harassment.
- b) Advance equality of opportunity between different groups. We will identify and address areas of underrepresentation within student and staff populations and ensure everyone has equal opportunity to work, study and progress at the University. We accommodate the needs of different groups and individuals within University policies, procedures and practices, while promoting shared values.
- c) Foster good relations between different groups. We value the diversity of the University community and use University communications, events and activities to celebrate diversity, tackle prejudice and promote understanding between different groups.

3.2. The University may use positive action, as provided for within the Equality Act 2010, as a proactive and proportionate means of enabling or encouraging people with a protected characteristic to overcome or minimise disadvantage or participate in activity where they are underrepresented.

4. IMPLEMENTATION, ROLES AND RESPONSIBILITIES

- 4.1. This policy is implemented via the University's Equality Outcomes and associated action plan, published every four years. The Equality Outcomes are a set of measurable institutional equality priorities, informed by and monitored via an evidence base which includes internal equalities data, consultations with our student and staff populations and relevant sector evidence. They identify specific institutional actions to eliminate discrimination, advance equality of opportunity and foster good relations by protected characteristic group, with attached targets and timeframes.
- 4.2. The Equality Outcomes are subject to annual review by the University's Equality, Diversity and Inclusion Committee (EDIC), during which progress against identified actions is assessed and any necessary amendments to the action plan made.
- 4.3. The Principal and Vice Chancellor has overall responsibility for ensuring that this policy and the University's Equality Outcomes are implemented, supported by the Vice Principal in their role as Equality Champion and Chair of the Equality, Diversity and Inclusion Committee.
- 4.4. EDIC is responsible for ensuring that equality, diversity and inclusion policies, outcomes and objectives are disseminated across the University and embedded by Executive Deans, the University Secretary and Compliance Officer, Chief People Officer, Chief Financial Officer and Chief Commercial Officer. A link to guidance on embedding equality, diversity and inclusion can be found in Appendix B to this policy.
- 4.5. The University promotes awareness of this policy across campus through appropriate communication channels and provides relevant training to support staff and students to understand their rights and responsibilities with regards to equality, diversity and inclusion.
- 4.6. All staff, students, visitors, contractors, suppliers and others who fall within the scope of this policy are expected to adhere to it and are responsible for ensuring their own understanding of the policy and for seeking clarification on any aspect of the document as required.
- 4.7. The University will take prompt action in response to any alleged discrimination, victimisation or harassment. Individuals are expected to treat others with dignity and respect and not to engage in or otherwise support behaviour which amounts to discrimination, victimisation or harassment.
- 4.8. Equality Impact Assessments (EIAs) are conducted during the development or review of University policies, procedures and practices. EIA is a systematic, evidence-based process which ensures our practices are the most effective that they can be for students, staff and the wider communities they affect.

4.9. The University gathers anonymised statistical information on the protected characteristics of staff and students including in relation to:

- Staff - recruitment and selection, access to promotion, training, grievances and discipline.
- Students – admissions, retention, progression, degree classification, complaints, appeals, discipline and surveys.

Information is used to inform equality, diversity and inclusion work across the University, including the development and monitoring of the Equality Outcomes, and is reported within the University's annual equality monitoring reports. Data is collected and processed in line with the University's Data Protection Policy.

4.10. If any individual is concerned that this policy has been breached, they can contact the Access, Equality and Inclusion Service for advice. Links to staff and student policies and procedures related to complaints, discipline, dignity and respect and grievance can be found on the websites referenced in Appendix B.