

Equality Diversity & Inclusion Policy

Introduction

The University is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity.

The University has an approved Inclusivity Statement that is at the heart of this policy:

“The University of Cumbria is committed to providing an inclusive environment where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating difference, to ensure that we generate a sense of understanding and belonging.

The University recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.”

University Inclusivity Statement (approved by University Board 20 May 2021)

Current statements which support the University’s understanding of and commitment to equality, diversity and inclusion are provided in Appendix A.

Purpose

The Equality Act (2010) provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and in wider society.

This policy builds upon our responsibility under the Equality Act 2010 and related Public Sector Equality Duty (PSED), identifying our need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

Scope

The policy is applicable to all staff (which includes for the purposes of this policy and for ease of reference, consultants, contractors, volunteers, casual workers and agency workers), students and applicants who work or study at the University. The policy is applicable at all stages of the student and staff lifecycle and includes activity on social media accounts. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the University.

Policy

The University's aim is to promote equality of opportunity for all, through the following objectives:

- Ensure that EDI issues are proactively considered as part of our everyday business through our equality impact assessment process in our policies, procedures and practices;
- having an effective data monitoring and analysis process;
- involving staff, students and other stakeholders in the delivery of our equality objectives;
- promoting equality, diversity and inclusion through internal and external communications;
- ensuring that managers and staff undertake equality training and in particular those who have responsibility for recruitment and selection;
- ensuring staff and university student support services are, as far as reasonably possible, accessible to all;
- providing accessible physical and IT resources to staff and students
- ensuring that both existing staff and students, as well as those who seek to apply to work and study with us, are treated fairly and are judged solely on merit and by reference to their skills and abilities;
- ensuring that staff and students are provided with appropriate forums to discuss equality, diversity, and inclusion issues and raise any concerns;

- ensuring that all contractors and service providers operating on behalf of the University are aware of this policy and are expected to adhere to it;
- complying with legal obligations by publishing equality information (data) on an annual basis, and review and publish specific and measurable equality objectives every four years.

Roles and Responsibilities

This policy applies to all members of our University community. We acknowledge our responsibility as an employer, education provider, service provider and procurer, with appropriate scrutiny and process embedded in all we do.

- All members of the University community have a responsibility to ensure that their actions comply with both the requirements and the spirit of the policy acknowledging the shared responsibility required to achieve a truly inclusive culture, by:
 - Treating students, staff and visitors to the University with dignity and respect.
 - Not engaging in, colluding in or encouraging behaviour that constitutes unlawful discrimination under the Equality Act.
 - Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations as required under the Equality Act
- The University Board has ultimate accountability for compliance with the University's equality obligations. The Board's People Performance and Culture Committee supports the Board in this area of its responsibility.
- The Vice-Chancellor, personally and through the Executive lead for equality, diversity, and inclusivity, the Deputy Vice-Chancellor (Health, Environment & Innovation), provides leadership on equality, diversity, and inclusivity and are responsible for the implementation of the policy.
- The Directors of Institutes and Professional Services are responsible for ensuring that equality, diversity, and inclusivity is embedded within their areas of responsibility.
- The Equality, Diversity, Inclusion and Wellbeing (EDIW) Committee are responsible for the development and monitoring of this policy, achieving sign-off at the highest level. The EDIW Committee will receive an Annual EDI Report, which details the progress and development of the University's equality agenda, in alignment with the implementation of this policy. As an extension of this, our EDIW Monitoring Group supports tracking progress of our Equality Objectives and reviews equality impact assessments (The EDIW Committee has representation from across the Institutes and Service areas, including networks and nominated Trade Union representatives and our Students' Union).

- Contractors, service providers and visitors in association with the University are expected to act within the requirements of the law and the principles of this policy. These expectations extend to placement providers meeting the requirements of the Equality Act 2010 and if issues arise whilst on placement, our students can report via [You Report, We Support | MyCumbria](#)

Sanctions and Commitments

The University is committed to take seriously any cases of discrimination, harassment, bullying or victimisation. Any member of staff or student found guilty of unlawful discrimination or harassment may be subject to disciplinary action. Appropriate action will be taken where possible if any member of the public, visitor or service provider is involved in discrimination or harassment. However, the University would aim to raise awareness and educate before taking any formal course of action.

Where investigating any cases of discrimination, harassment, bullying or victimisation the University will be guided by the recognised definitions as detailed in the appendix, and may seek advice and guidance from the organisations listed, amongst others as relevant.

The University may be required to refer matters to the Police where appropriate. Internal University procedures may be put on hold, although staff or students may be suspended from all or part of the University, until the outcome of external investigations and or criminal proceedings is known.

Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and the University will make every effort to ensure that any complaints are dealt with promptly and fairly.

Further information, support and dealing with complaints of discrimination is available from:

- Your line manager or HR Business Partner
- Your Academic Advisor or Support Advisor
- The Equality Diversity and Inclusion Officer
- UoC Students' Union
- A campus Trade Union representative
- [You Report, We Support | MyCumbria](#)

Related Policies and Procedures

The legislation: [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk) and [Homepage | EHRC \(equalityhumanrights.com\)](http://equalityhumanrights.com)

- University Staff Code of Conduct
- University Student Code of Conduct and Disciplinary Procedure
- University Bullying & Harassment Policy
- University Disciplinary Policy
- University Grievance Policy
- University Student Complaints Procedure
- University Access and Participation Plan
- University Prevention of Bullying Harassment and Sexual Misconduct Policy

Approval, Publication, Implementation & Review

This policy requires approval from the Equality Diversity Inclusion and Wellbeing (EDIW) Committee and the onward reporting committees of Business Assurance Board (BAB) and People Performance and Culture Committee (PPCC).

The policy is the responsibility of Human Resources, with the Equality Diversity and Inclusion Officer as the lead contact.

The policy will be communicated via the staff and student global regularly and will be reviewed and updated every three years.

Appendices

Appendix A: Associated Definitions

Please note this list is not exhaustive and may be added to over time:

<p>Discrimination</p> <p>Discrimination means treating someone “less favourably” than someone else because of a protected characteristic. For further information on this, the different types of discrimination and examples, please visit Discrimination and the Equality Act 2010 - Discrimination at work - Acas</p>
<p>Hate Crime: The Crown Prosecution Service</p> <p>"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity."</p>
<p>Antigypsyism/anti-Roma discrimination:</p> <p>Antigypsyism/anti-Roma discrimination is a manifestation of individual expressions and acts as well as institutional policies and practices of marginalization, exclusion, physical violence, devaluation of Roma cultures and lifestyles, and hate speech directed at Roma as well as other individuals and groups perceived, stigmatized, or persecuted during the Nazi era, and still today, as “Gypsies.” This leads to the treatment of Roma as an alleged alien group and associates them with a series of pejorative stereotypes and distorted images that represent a specific form of racism.</p> <p>What is antigypsyism/anti-Roma discrimination? IHRA (holocaustremembrance.com)</p>

Homophobia: Stonewall

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities

[List of LGBTQ+ terms \(stonewall.org.uk\)](https://www.stonewall.org.uk/resources/terminology)

[International Holocaust Remembrance Alliance's \(IHRA\) working definition](#) of anti-Semitism:

"Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of anti-Semitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Islamophobia: All Party Parliamentary Group

"Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness".

[Defining Islamophobia: Comprehensive report amplifies what it is, what it isn't and why it matters | Muslim Council of Britain \(mcb.org.uk\)](#)

Transphobia:

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

<https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms>

Document Control Information

Document Name	Equality Diversity and Inclusion Policy
Owner	Lee McDermott, EDI Officer, HR
Document Location	HR Mini-site and Equality, Diversity & Inclusion Policy - University of Cumbria
Lead contact	Lee.mcdermott@cumbria.ac.uk
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Version Number & Key Amendment	1.0 2.0 Updated review period to 3 years Reviewed and updated links. Minor updates to align the tense in the Policy section Scope now includes narrative covering social media activity and expectations that externals act within the principles of the policy in dealings with our community Updated wording and merging of 2 bullet points into 1 in the Policy section to improve accessibility and note our EIA process Reordered information in Roles section to emphasise that all members have a responsibility in relation to action and living the policy

	<p>Internal monitoring section on version 1 has been merged into Roles section and strengthened narrative</p> <p>Added visitors in final Roles bullet point to reinforce scope narrative</p> <p>Merged section 6 and section 8 from the original version into Sanctions and added in You Report We Support</p> <p>Added University Prevention of Bullying Harassment and Sexual Misconduct Policy Stonewall Bi definition added to accompany the Homophobia definition to improve inclusivity</p>
Date of Last Review	January 2024
Date for Next Review	January 2027
Related University Policy Documents	<p>The legislation: Equality Act 2010: guidance - GOV.UK (www.gov.uk) and Homepage EHRC (equalityhumanrights.com)</p> <p>University Staff Code of Conduct</p> <p>University Student Code of Conduct and Disciplinary Procedure</p> <p>University Bullying & Harassment Policy</p> <p>University Disciplinary Policy</p> <p>University Grievance Policy</p> <p>University Student Complaints Procedure</p> <p>University Access and Participation Plan</p> <p>University Prevention of Bullying Harassment and Sexual Misconduct Policy</p>
<i>For Office Use – Keywords for search function</i>	