



Equality, Diversity and Inclusion Policy for Students

Owned by: Head of Student Services

Approved by: Senate on 05th July 2016

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Equality, Diversity and Inclusion Policy for Students

1. Equality, Diversity and Inclusion Statement

The Equality Act (2010) protects students from discrimination, harassment, bullying and victimisation. The Equality Act aims, in addition, to ensure that people with a disability are treated equitably and in a manner that appropriately addresses the multiple disadvantages that they experience.

The following characteristics are protected by the Equality Act:

- Age
- Sex
- Disability
- Race
- Religion, belief or non-belief
- Pregnancy and Maternity
- Gender Reassignment
- Marriage and Civil Partnership
- Sexual Orientation

Regent's commitment

Regent's University London (Regent's) is dedicated to providing an environment which is free from discrimination, harassment, bullying and victimisation. In line with the Equality Act 2010, the University will make reasonable adjustments for people with a disability to enable them to participate fully in University life and further information is outlined in the Student Disability Policy.

Regent's is committed to creating a responsive educational setting which is culturally diverse, inclusive and a setting in which everyone is treated equally and with dignity and respect. The University is continually developing a student community which values diversity and promotes equality and inclusion in all aspects of its academic, learning, pastoral support, facilities, services and student engagement environment. The University's "2020 Vision" and associated strategy undertake to embed equality into all of its functions.

The University strives to protect students against unlawful treatment based on protected characteristics by ensuring that all students are aware of their responsibilities in relation to Equality, Diversity and Inclusion.

2. Purpose

The purpose of the Equality Diversity and Inclusion Policy for students is to:

- Enable students to gain an awareness of Equality, Diversity and Inclusion and adopt the associated principles.
- Provide a positive, inclusive environment and culture which encourages students to disclose Equality, Diversity or Inclusion concerns to academic or support staff.
- Foster and promote consistent and unbiased treatment towards students, staff and all members of the Regent's community.

- Adhere to the Equality Act (2010), legal requirements for protected characteristics and give fair treatment to all by adopting Equality, Diversity and Inclusive practice.
- Create a safe, friendly, evolving learning environment which protects the values, aspirations and diversity of all students.

3. Scope

This Equality, Diversity and Inclusion Policy applies to all aspects of the student journey including student recruitment, admissions, academic learning, student support, learning support, facilities, IT, and associated communication. This policy applies to students, prospective students, associated visitors and guests.

Regent's will encourage all external partners and stakeholders to adhere to this policy in order to ensure that students with protected characteristics are not disadvantaged by operational, academic, business support, IT or related systems, policies or procedures.

4. Regent's expectations

- 4.1 Students should not discriminate in the course of undertaking studies, activities, or in undertaking duties, nor should they attempt to encourage peers, or others to do so.
- 4.2 Students should not harass, intimidate, victimise or isolate anyone on account of their protected characteristics.
- 4.3 Students should not post disrespectful, offensive images of peers or staff on Social Media.
- 4.4 Students should not display or divulge personal information about peers via Social Media or other electronic methods or devices without prior consent.
- 4.5 Students should not harass, intimidate, victimise or isolate anyone via email, Social Media, mobile device or any IT or paper based method.
- 4.6 Students should inform a person in a position of responsibility (i.e. member of staff, manager or other authority figure at Regent's) if they suspect that discrimination is taking place.

Students studying at Regent's are expected to adhere to the above expectations at all times.

5. Procedure

If a student believes that he/she has been harassed, discriminated against, bullied or victimised due to one of the protected characteristics then he/she should notify a member of staff at the University as soon as possible. The student should speak with a member of staff whom they are comfortable disclosing to who will then put them in touch with a member of Student Services. Alternatively students should speak with a member of staff within the Student Services team.

Students who have disclosed a concern will be invited to attend a meeting with Student Services to discuss and clarify their concerns. A written record will be made and stored in a confidential folder which is held electronically by the Student Services support team.

Information disclosed during this meeting will not be shared with a third party, without prior student consent, except in the event that the matter is detrimental to the health, safety and/or general wellbeing of the student or others. This is in accordance with the Student and Staff Confidentiality Policy.

Any concerns disclosed will be informally or formally investigated, depending on the nature and severity of the concern. The investigation will be led by Assistant Dean, or Head of Service and the student will be notified by Students Services of the outcome within 5 weeks from the initial concern being raised. During this period, the student will be offered ongoing support from Student Services.

Alternatively, if this incident is of an extremely serious nature, the University's disciplinary policy will be applied.

The University takes discrimination, harassment and bullying seriously and has a responsibility to ensure that any student's concerns are resolved as quickly as possible.

6. Responsibilities

It is the responsibility of all students at Regent's to adhere to, and implement the principles of the Equality, Diversity and Inclusion Policy.

All Managers and employees of the University will deal with any breaches of this policy promptly, sensitively and confidentially, with a view to resolving the issue.

The Head of Student Services has delegated responsibility for the implementation of the policy and for encouraging staff, academic, learning and business support colleagues to promote the policy to all students. The Head of Student Services also has responsibility for systematically reviewing the policy via the Student Experience Committee. The Chief Operating Officer will communicate with the Senate.

The Board of Trustees hold responsibility for ensuring that the Equality, Diversity and Inclusion Policy for Students is robust and fit for purpose.

7. Monitoring and Review

This policy will be reviewed annually by the Senate Student Experience Committee. It will be assessed via periodic reviews and as part of the internal quality review and assurance processes. This will ensure that it continually meets the diverse needs and expectations of students and the institution as a whole.

External Reporting

The Higher Education Statistics Agency are a charitable agency which collects a range of data every year UK-wide from universities, higher education colleges and other differently funded providers of higher education. Regent's University London report data to HESA on the following protected characteristics:

- Age
- Disability
- Race
- Sex/Gender

8. Other related documents

Regent's University London Fitness to Study Policy
Regent's University London Halls Code of Conduct
Regent's University London Student Disciplinary Policy
Regent's University London Code of Conduct for Students
Regent's University London Under 18's Safeguarding Policy
Regent's University London Student Complaints Policy
Regent's University London IT Acceptable Use Policy
Regent's Student and Staff Confidentiality Policy

9. Terms and Definitions

Terms	Definitions
Equality	Treating everyone equally irrespective of personal characteristics.
Diversity	Understanding, recognising, respecting and valuing individual difference.
Direct Discrimination	Section 13 of the Act defines direct discrimination as treating one person less favourably than they would another because of a protected characteristic.
Indirect Discrimination	Indirect discrimination occurs when a provision, criterion or practice is neutral on the face of it, but its impact particularly disadvantages people with a protected characteristic.
Harassment	Unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant, or violating the complainant's dignity.
	Unwanted conduct of a sexual nature where this has the same purpose or effect as the first type of harassment (sexual harassment)
	Treating a person less favourably than another person because they have either submitted to, or did not submit to, sexual harassment or harassment related to sex or gender reassignment.
Bullying	A form of harassment which may be related to an abuse or misuse of power.
Victimisation	Victimisation (section 27) takes place where one person treats another less favourably because he or she has asserted their legal rights in line with the Act, has helped someone else to do so, or is suspected of doing so or intending to do so.
Protected Characteristics	Protected characteristics are the grounds upon which discrimination is unlawful. <ul style="list-style-type: none"> - Age - Disability - Gender reassignment - Marriage and civil partnership - Pregnancy and maternity - Race - Religion or belief (including lack of belief) - Sex - Sexual orientation