

Equality, Diversity and Inclusion Policy

Owner: *HR Director*

Approved by: *EDI Committee – November 2023*
Approval date *LTSE Committee – December 2023*
Academic Committee – January 2024

Next review due date: *November 2025*

Version: *2.1*

Policy reference number *EDI 01*

1. Introduction

This policy outlines our commitment across the whole University with an internal and external focus. Internally, we are creating an inclusive working and studying environment where differences are valued, and equality of opportunity is advanced. Externally, our focus is on continuing to deliver a fair service to our students and visitors by meeting the changing needs of global diverse communities.

The policy mirrors the approach to equality by the UK Government and aims to:

- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Foster good relations between people who share a protected characteristic and those who do not.

We're also aligning ourselves to the OfS mission to '*ensure that every student, whatever their background, has a fulfilling experience of higher education that enriches their lives and careers*'.

2. Equality Statement

Regent's University London is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

In addition to being compliant with the equality laws, public duties, and Human Rights Acts (Universal and European), we also support diversity and promote equality of opportunity for all colleagues, students and visitors regardless of their:

- Protected Characteristic (Equality Act):
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity (including Paternity)
 - Race (colour, ethnic or national background)
 - Religion or Belief (including non-belief)
 - Sex
 - Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions.

The Equality, Diversity & Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our colleagues, students and anyone associated with the University (e.g. visitors, contractors and service providers).

3. Commitment to Equality

We aim to ensure that equality is embedded into all our functions, operations and activities. Initiatives to support the embedding process are facilitated by all, but particularly the University's HR Team and Student Experience & Wellbeing Team.

4. Assessing the Equality of Opportunity and Fairness

We are committed to promoting and monitoring fairness and equality of opportunity. Change initiatives and new policies will consider the impact on equality before being approved and implemented.

5. Responsibilities and Commitment

We are all responsible for our own behaviour and must accept the principle that there is equality of opportunity and fairness for all colleagues and students and anyone associated with the University (e.g. visitors, contractors and service providers), in all aspects of University life.

Everyone in the Regent's community is part of creating a fair and supportive culture. Our values, The Regent's Way, sets out the behaviour we expect and encourage in our community. This includes that:

- We are inclusive and welcome different perspectives, even when these are different from our own and can seem challenging
- We encourage curiosity about other people, cultures and ideas through respectful and open dialogue
- We believe we're better together and that different perspectives enriches our community and our learning experience
- We encourage continuous growth and learning, including about equality, diversity and inclusivity
- We learn from our mistakes and always strive to improve.

We must also ensure our actions do not support unfair behaviour by ignoring what is happening around us and we must not incite or collude with unfair or unlawful discrimination. Any member of the University found to be responsible for inciting, perpetrating or colluding with discrimination or harassment will be investigated and may face disciplinary action.

All colleagues, students and anyone associated with the University have a responsibility to adhere to this statement and apply it in their day to day. The specific responsibilities in relation to this statement are as follows:

1. The Vice Chancellor & CEO is ultimately responsible for ensuring that the University fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled
2. The Vice-Chancellor's Executive Team, having the overall leadership for running the University, is responsible for ensuring that equality and eliminating discrimination is promoted across the University and for making sure that the commitments within this statement are fulfilled

3. The Director of Human Resources is responsible for implementation of this policy with respect to staff and also for implementing related policies and procedures, and ensuring that all staff receive appropriate equality, diversity and inclusion training
4. The Provost & Deputy Vice-Chancellor is responsible for implementating this policy with respect to students and also for implementing related policies and procedures
5. Line managers and Directors (Content) have a responsibility to raise the profile of the policy within their Content Area or Team and ensure that colleagues and students are aware of the commitments within the policy. They also have a responsibility to promote equality of opportunity and to eliminate discrimination within their Content Area or Team
6. All colleagues and students have a responsibility to promote equality and to eliminate discrimination on the grounds listed in section 2 and to adhere to the *Equality Statement*. Any act of discrimination or harassment by a member of staff or a student will be taken very seriously and may result in disciplinary action being taken.

6. Monitoring

Monitoring will be essential to ensure that our *Equality Statement* is working effectively. In order to achieve this, we will, through the Equality, Diversity & Inclusion Committee monitor annually and publish details of:

- The profile of the colleagues and student population across the 'protected characteristics' (transgender profiles are not published)
- Student applications, offers made, acceptances, assessment results, drop-out rates and awards of degrees
- Recruitment and selection, leavers, promotion, re-grading and participation in training and development activities
- Complaints, including harassment and bullying complaints, grievances and disciplinary proceedings for colleagues and students.

We guarantee that information gathered for the purposes of monitoring will be used only for monitoring and to improve the University's equality performance and will be held and processed in accordance with the Data Protection Act (2018).

7. Complaints of Discrimination, Harassment and Victimisation

It's important to remember that discrimination can take many forms; it could be an online comment, a face-to-face discussion, a comment on social media, in a classroom or on a webinar.

1. If a colleague feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the University's Grievance Procedure
2. If a student feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the Academic Regulations: General Misconduct and the Student Code of Conduct.

If you witness any type of discrimination, you have a responsibility to report it. Advice on the use of these procedures can be obtained from Human Resources and the Student Experience & Wellbeing Team.

8. Supporting Policies and Guidance

We have a range of policies and guidance that support the underlying principles of this policy. For further information, please refer to the Human Resources intranet pages and Student Experience & Wellbeing Team.

We will regularly review our policy and procedures to ensure fairness and update them to take account of changes in the law.

Policy version tracking

Version Number	Date	Revision Description	Editor	Status
2.0	15/11/23	<i>Revised language and bystanding additions</i>	<i>Valerie De Saegher (HR Director)</i>	<i>updated</i>
2.1	22/01/24	<i>Revisions made to incorporate comments from LTSE Committee</i>	<i>Valerie De Saegher (HR Director) and Pernille Norregaard (Head of Communications)</i>	<i>Updated and published</i>