Equality & Diversity Statement

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1 Equality and Diversity Statement

1.1 The University of West London is committed to providing and supporting an environment that promotes equality and diversity. We value the diversity of our community and we aim to create an environment of respect where all are treated equally and where all can reach their full potential.

1.2 We are committed to providing the highest quality study and working environment where all staff, students, visitors, contractors and stakeholders are welcomed. No one should experience less favourable treatment or discrimination because of their age; any disability they may have; ethnicity, colour or national origin; their gender, their gender identity or reassignment; marital or civil partnership status; being pregnant or recently had a baby; their religion or beliefs, their sexuality and sexual orientation. The University also recognises that students and staff members have different needs and that these may also be shaped by their family responsibilities or their socio-economic backgrounds.

1.3 The University recognises that members of staff and students may have a range of aspirations and goals and wishes to provide a positive working and learning environment. All staff and students should have equal access to the full range of institutional facilities and adjustments to working and learning practices are considered wherever appropriate in order to accommodate a more diverse University community.

2 The University's responsibilities

2.1 The University is subject to the Public Sector Equality Duty and Specific Duty under the Equality Act 2010. The Public Sector Equality Duty requires the University to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
- foster good relations between people who share a relevant protected characteristic and people who do not share it.

2.2 These responsibilities apply to the “Protected Characteristics” outlined in 1.2 above.

2.3 Equality and Diversity are integral to policy formulation, planning and projects and courses. In order to fulfil our public sector duties under current legislation, impact assessments and monitoring will be undertaken where appropriate.

3 Responsibility for Equality and Diversity

3.1 The Board of Governors has overall responsibility for the effective implementation and compliance with the Equality Act (2010).

3.2 The Vice Chancellor and the Vice Chancellor’s Executive are responsible for
ensuring that a culture which fosters equality and diversity where staff, students and visitors:

- treat others with respect at all times, and promote an environment free of all kinds of bullying and harassment;
- actively discourage discriminatory behaviours or practices
- participate in training and learning opportunities that would enable them to adopt best practice

They will also ensure that any new or updated policies and procedures are analysed for any adverse impact they might have on equalities, and take any necessary action to mitigate this.

3.3 The Equality & Diversity Advisory Group is responsible for:

3.3.1 Overseeing the compliance with the Equality Act 2010
3.3.2 Promoting the delivery equality objectives across the University
3.3.3 Updating the Academic Board and the Board of Governors on equality issues and compliance

The Group will advise the University on the development of Equality Objectives and will monitor their implementation by means of an action plan. It will also publish equality information annually.

3.4 Managers are responsible for ensuring that the activities or their school or department are in keeping with this statement. All managers must set an appropriate standard of behaviour and lead by example. They must ensure that those they manage adhere to the University’s policies and promote our aims and objectives with regard to equality and diversity. Managers will be given appropriate training on equality and diversity awareness and recruitment and selection best practice.

3.5 The Head of Human Resources is responsible for ensuring that appropriate training is available, that recruitment and selection procedures promote equality and diversity as do policy and procedures relating to employment, including grievance and harassment.

3.6 The Heads of Communications and Marketing, Registry Services, Academic Registry and Student Services are responsible for ensuring that procedures for the recruitment, enrolment, support and awards for students promote equality and diversity.

3.7 The Head of Communications and Marketing is responsible for the promotion of the use of inclusive language and avoid the use of words or phrases which are discriminatory or exclusive in all University publications and correspondence.

3.8 All members of staff and students have personal responsibility to comply with this Policy, and treat all members of the University community with respect and dignity.