

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Introduction

- 1.1. At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.
- 1.2. We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

2. Culture

- 2.1. Our inclusive culture allows students and colleagues to reach their full potential, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity and paternity, race, religion or belief, sex, sexual orientation, ethnic or national origins, family circumstances, nationality, political beliefs and affiliations, socio-economic background, or other quality.
- 2.2. We pledge to continue to respect and value diversity within our communities of students, colleagues and stakeholders, to challenge inequities, to strive to eliminate unlawful discrimination, to promote equality of opportunity, and to foster an inclusive institutional culture.
- 2.3. We acknowledge the special role of higher education in promoting equality of opportunity and furthering social inclusion and mobility, within and beyond our university. We recognise that ensuring equality of opportunity is essential for our culture, performance and success.

3. Implementation

- 3.1. All our students, colleagues and stakeholders have rights and responsibilities in relation to this policy.
- 3.2. All our students, colleagues and stakeholders are required to become familiar with and observe the spirit and letter of our equality, diversity and inclusion related policies and practices.

4. Legal Framework

- 4.1. Any breaches of the legislation on equal opportunities or of our equality, diversity and inclusion related policies may lead to legal and/or disciplinary action.
- 4.2. We are supported in our work by [The Equality Act \(2010\)](#) which provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society and as a Higher Education Institution we have specific equality duties that require us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. It is also our responsibility to publish equality information (data) on an annual basis, and review and publish specific and measurable equality objectives and actions.

5. Reporting

- 5.1. Where bullying or harassment of any form has taken place, students, colleagues and stakeholders are advised to report it as soon as possible. For further information please refer to the [Diversity and Dignity at Work and Study Policy](#) which explains the procedure.

5.2. Further equality, diversity and inclusion information is available along with this policy [on our website](#).

6. Publishing Note

- 6.1. This policy is published [on our website](#); and can be requested in a range of formats e.g. Word, PDF, plain text, alternative formats such as large print or Braille.
- 6.2. We use a variety of methods to publicise the policy internally through student and colleague channels and it is sent to all senior colleagues and key University and College committees for dissemination.

7. Monitoring and Review

- 7.1. We take all necessary steps to implement this policy effectively and to improve it through regular monitoring, consultation and review.
- 7.2. Continuous development of plans supports the equality, diversity and inclusion agenda by reporting on progress to date and providing an overarching action plan through the Equality, Diversity and Inclusion Committee.
- 7.3. All reports prepared in relation to this policy are presented to the Equality, Diversity and Inclusion Committee and/or the University Executive Board.

8. Further Information

8.1. Further information and support are available from the following:

- HR Advisory Support
- University Equality, Diversity and Inclusion Officer
- Head of Culture and Inclusion
- Student and Academic Services
- Trade Union or Student's Union representative

9. Document Control

Policy Title	Equality, Diversity and Inclusion Policy
Policy Date	1 December 2020
Approving Body	Court of Governors
Version	1
Supersedes	Single Equality Policy Statement
Equality Impact Outcome	High
Related Policies and documents	Diversity and Dignity at Work and Study Policy Transgender Equality Code of Conduct
Policy Owners	Alexandra Hughes, Deputy Vice Chancellor – Employability and Global Engagement Dibyesh Anand, Head of School – Social Sciences
Lead Contact	Andy Norris – Head of Culture and Inclusion