| Equality, Diversity and Inclusion Policy | |
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1

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# Contents

# 1. Purpose

The purpose of this policy is to:

1.1    Outline the commitment and ethos of University Academy 92 (UA92) to equality, diversity, and inclusion (EDI) amongst students, colleagues, visitors and the wider community.

1.2    Identify our aims in relation to EDI and outline how we plan to implement these.

1.3    Identify roles and responsibilities related to implementation of the policy and embedding EDI into all that we do at UA92.

1.4    Provide clear guidance for students, colleagues and visitors around how to report instances of discrimination, harassment or victimisation.

# 2. Scope

2.1    This policy applies to all potential and current students and apprentices, colleagues working at UA92 on a paid or voluntary basis, consultants, external examiners, visitors and contractors who visit our campus.

2.2    This policy relates to EDI in reference to discrimination, harassment, and victimisation based on each of the protected characteristics identified in the Equality Act (2010); age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

# 3. Policy statements

3.1    From its conception, UA92 has been dedicated to creating a learning, working and social environment that provides equality of opportunity for all, values and celebrates diversity and promotes a culture of inclusion and belonging.

3.2    Our vision is to encourage and support individuals from every part of our eclectic society to realise their potential and not to disqualify themselves from education, training or employment at UA92 regardless of circumstance or background.

3.3    UA92 seeks to be sector-leading not only in education but in issues of equality, diversity and inclusion through proactively doing what we can to reduce the prevalence and tolerance of discriminatory practice

Document:                  Equality, Diversity, and Inclusion Policy
Implementation from:    May 2021
Review date:          May 2024

4

(individually and institutionally) and by making a significant difference in the communities we serve.

3.4 UA92 understands that issues of EDI are multidimensional and evolving. It cannot be something we respond to reactively, it must be embedded and an integral part of our culture, both in how we interact interpersonally and how we make decisions as an organisation.

3.5 Our aim is to develop a culture where everyone can reach their fullest potential, by creating an open and inclusive environment where people from all backgrounds can study and work together with dignity and respect, without fear of prejudice or harassment. These values will remain at the heart of all we do.

## 4. Commitments

4.1 At UA92 we aim to create a diverse, equitable and inclusive community for all.

4.2 We aim to be a place where people can feel free to be themselves by building a culture and community that is kind, committed to fairness and open to change.

4.3 We seek to ensure EDI is embedded into all our activities, policies and decision making at every level by raising awareness and fostering a culture and community of acceptance and belonging.

4.4 We seek to develop a community where our students and colleagues reflect the diversity of the regional, national and international communities we serve.

4.5 We want to be an institution that not only meets our legal obligations under the Equality Act (2010) but exceeds them.

4.6 We commit to continually challenging our attitudes and behaviour in relation to EDI by providing opportunities to have open and honest conversations.

4.7 We recognise our responsibility to shape individuals' educational/work experiences and strive to empower all who work and study with us to go on to facilitate positive change in EDI.

4.8 We seek to be outward facing, inviting others to join us in activities, campaigns, and other events to raise awareness of current EDI concerns and to bring about change.

4.9 We choose to stand with the marginalised & underrepresented groups in our society, as allies, to amplify their voice and make a way for positive change.

4.10 We remain committed to social mobility, social justice and taking a vested interest in the way EDI issues have a direct and indirect impact on members of the UA92 and wider community in Greater Manchester.

## 5. Aims

To achieve our commitments, we will:

5.1 Maintain an awareness and sensitivity to EDI issues prominent in our community and wider society.

5.2 Continue to review our culture, behaviours, policies and decision-making in order to proactively facilitate change.

5.3 Attract, retain and develop a diverse UA92 community and strive to ensure everyone can succeed to the best of their abilities.

5.4 Commit to embracing change so we remain progressive and forward-thinking.

We will do this by:

5.5 Developing equality objectives, an action plan, and reporting on progress towards attaining these objectives.

5.6 Ensuring everyone understands the core values of UA92 and our individual and collective responsibilities to foster an inclusive learning, working and social environment.

5.7 Ensuring an inclusive approach to the delivery of learning, teaching and assessment and within all of our working policies and practices.

5.8 Ensuring our campus, curricula and support services are, as far as reasonably possible, accessible to all.

5.9 Promoting EDI through internal and external communications.

5.10 Understanding the diverse composition and needs of our community by creating an environment that encourages disclosure.

5.11 Ensuring we engage and inspire students from diverse backgrounds to apply to UA92 and making sure our admissions process is fair and inclusive.

5.12 Ensuring diversity is reflected in our leadership team and decision-making committees, and that they actively contribute to promoting equality and inclusivity.

5.13 Ensuring that existing and potential students and colleagues are treated fairly and are judged solely on merit and by reference to their skills and abilities.

5.14 Ensuring that all colleagues take part in EDI training, particularly those who have responsibilities in relation to admissions, recruitment, and selection processes for students and colleagues.

5.15 Ensuring that members of the UA92 community are provided with appropriate forums to discuss EDI issues and raise any concerns.

5.16 Monitoring and reviewing EDI data and acting on any inequality revealed by the data.

5.17 Encouraging individuals to report any behaviour that is unacceptable.

5.18 Ensuring UA92 complies with its legal obligations as set out in the Equality Act (2010).

## 6. Implementation

An 'Equality, Diversity and Inclusion Advisory Group' (EDIAG) has been established to provide a space to have critical conversations around EDI issues and drive change. Its membership is representative of each UA92 area and the group will meet regularly to;

6.1 Develop and recommend UA92 policies and procedures relating to equality, diversity and inclusion to the leadership team, board and wider UA92 community

6.2 Develop action plans to ensure EDI policies are effectively disseminated, implemented and promoted in the UA92 community

6.3 Establish sub-groups as required to investigate, report on and implement work on specific EDI issues

6.4 Advise the leadership team on strategic policy developments relating to EDI and advocate for their integration into UA92's strategic plan, particularly when they may have resource implications

6.5 Challenge UA92 as an institution in terms of its practice, approach and development of EDI, particularly where progress is limited in support of under-represented individuals/groups

6.6 Keep under review all areas of UA92 practice regarding EDI

6.7    Monitor and evaluate the implementation and effectiveness of UA92's EDI policy and, where necessary, propose revisions

6.8    Maintain appropriate consultation and communication with all relevant groups at UA92 and external bodies to achieve the terms of reference of the advisory group

## 7. Responsibilities

7.1    All members of the UA92 community have a responsibility to:

- Read and understand this policy
- Treat everyone with dignity and respect
- Promote equality, diversity, and inclusion within their sphere of influence
- Challenge and report unacceptable behaviour

7.2    All colleagues are required to complete Equality, Diversity and Inclusion training.

7.3    Line managers have a responsibility to:

- Exemplify expected practice by treating all members of the UA92 community with dignity and respect and to challenge unacceptable behaviour
- Ensure colleagues under their line management have read this policy and are aware that reporting discrimination, harassment or bullying will not result in victimisation
- Provide colleagues in their team with information about employee rights e.g. maternity/paternity policy (or knowledge about where to find such information)

7.4    The Equality, Diversity, Inclusion Advisory Group must represent the UA92 community well and must not be complacent in addressing issues raised or driving forward change.

7.5    The EDIAG has responsibility for developing the policy and to ensure its effective implementation, however, the practical application of this policy lies with all members of the UA92 community.

7.6    The UA92 leadership team commit to supporting the Equality, Diversity and Inclusion Advisory Group in progressing EDI issues and doing what they can to facilitate proposed changes.

## 8. Reporting concerns in relation to EDI (discrimination, harassment, victimisation)

8.1    There is an expectation that all members of the UA92 community and visitors to campus treat others fairly, with dignity and respect. Anyone

who feels as though they have been discriminated against, harassed or bullied has the right to report this, free from victimisation.

8.2    To report a concern:

- Students should refer to and follow the [Student Complaints Policy and Procedure](#). Advice on how to use this procedure is available from the UA92 Complaints Co-ordinator via [complaints@ua92.ac.uk.](mailto:complaints@ua92.ac.uk)
- Colleagues are able to contact either their line manager or the People team ([people@ua92.ac.uk](mailto:people@ua92.ac.uk)) in the first instance, depending on which is considered most appropriate.
- Visitors and members of the public should address complaints to their main contact at UA92 in the first instance. If this is not appropriate, they can contact [complaints@ua92.ac.uk](mailto:complaints@ua92.ac.uk).

## 9. Related Documentation

- [Student Complaints Policy and Procedure](#)
- [Disability Policy](#)