



Vice-Chancellor: Professor John Last

EQUALITY, DIVERSITY AND INCLUSION POLICY

Director of Human Resources

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INTRODUCTION

Norwich University of the Arts (NUA) is a successful specialist University, offering high quality education at undergraduate and postgraduate levels. The University is proud of its diverse community of staff, students and others, and is committed to maintaining its high quality teaching and research by ensuring there is equality of opportunity for all, fostered in an environment of mutual respect and dignity.

This policy, previously known as 'The Single Equality Scheme', has been revised and up-dated (in 2019) and re-named 'The Equality, Diversity and Inclusion Policy'.

The purpose of the Equality, Diversity and Inclusion Policy (ED&I Policy) is to set out the University's commitment to an inclusive and supportive environment for students, staff and visitors that is free from discrimination, and a place where all its members are able to participate and have the opportunity to fulfil their potential.

BACKGROUND

As an education provider, the University has general and specific legal requirements to promote equality and is committed to enabling individuals to benefit from higher education, irrespective of the characteristics which may define their identity. We are committed to focusing not just on equality of opportunity but also on equality of outcomes.

The Equality Act 2010 underpins the ED&I Policy. The Act, together with the public sector Equality Duty, consolidated previous anti-discrimination law into one piece of legislation. The Equality Act identified nine 'protected characteristics', on the grounds of which it is unlawful to discriminate against a person.

These nine protected characteristics are age, disability (whether a physical or mental impairment), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

As a public body, Norwich University of the Arts has additional duties to promote equality. The Equality Duty requires the University to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Promote equality of opportunity; and
- Foster good relations between people who have a protected characteristic and people who do not.

POLICY STATEMENT

Norwich University of the Arts is committed to embedding equality and inclusion in all of its practices and aims to establish an inclusive culture that celebrates diversity, is free from discrimination and one which is based on the values of dignity and respect.

DEFINITIONS

Equality

Equality is about equal opportunities and protecting people (by legislation) from discrimination. Equal treatment involves much more than simply treating everyone alike; it requires a recognition that some groups and individual have particular and specific needs that must be met if they are to enjoy equal access to services and opportunities. We recognise that the University may need to

provide its services in a range of different or more flexible ways in order to ensure genuine equality of access or opportunity for groups and individuals with disadvantage.

Diversity

Diversity refers to the differences in people and recognising, respecting and valuing these differences. It involves an acknowledgement of the benefits and worth derived from the range of difference within our community and harnessing it as a strength. This includes individuals' cultural, social/lifestyle and intellectual differences. The University seeks to promote greater mutual understanding between the groups and individuals who reflect these differences and to use the talents and experiences that each bring to the institution. Diversity is based on the principles of dignity and respect.

Inclusion

Inclusion refers to an individual's experience within the workplace or place of study as well as in a wider society and the extent to which they feel they belong, are valued and included. This requires the University and its staff to design and operate services, practices and procedures that take appropriate account of the needs of students, staff and visitors.

RESPONSIBILITIES

The promotion of Equality, Diversity and Inclusion is the responsibility of all members of our community. As members of the NUA community, all staff and students are expected to ensure that the University is an inclusive, welcoming and productive environment.

The **Senior Management Team** is responsible for:

- ensuring the University meets its legal obligations relating to equality.

Managers are responsible for:

- ensuring that procedures relating to staff recruitment, selection, appraisal, discipline and grievance are carried out in accordance with the equality duties to promote equality and eliminate discrimination;
- fostering a culture in which equality and diversity considerations are embedded into their department/faculty; and
- encouraging students and staff to reach their full potential.

The **Equality, Diversity and Inclusion Committee** is responsible for:

- fostering a culture in which equality, diversity and inclusion is embedded within the University;
- monitoring the Equality, Diversity & Inclusion Policy through collection, analysis and publication of data, ensuring the University is meeting its statutory responsibilities, including the publication of the Annual Equality, Diversity and Inclusion Report and Gender Pay Gap Report;
- setting and monitoring the University's equality, diversity and inclusion objectives and report on progress on the Equality Objectives to the Senate and Council.

The **Human Resources Department** is responsible for:

- monitoring data from applications for staff vacancies, the staff profile, resignations, dismissals and redundancies, grievance and disciplinary procedures, incidents of harassment, and participation in training and development;

- monitoring completion of mandatory training including equality, diversity and inclusion and unconscious bias training;
- benchmarking against other institutions; and
- keeping up to date with relevant legislation.

Members of staff are responsible for:

- promoting equality of opportunity;
- upholding and implementing the aims of the Equality, Diversity & Inclusion Policy; and
- contributing to a safe and inclusive environment that celebrates diversity.

Students are responsible for:

- upholding and implementing the aims of this Policy; and
- contributing to a safe and inclusive environment that celebrates diversity.

EQUALITY, DIVERSITY AND INCLUSION OBJECTIVES

The Equality, Diversity and Inclusion Committee will establish Equality, Diversity and Inclusion objectives in line with the ED&I Statement.

Progress towards achievement of the ED&I objectives will be reported annually to the Council Personnel Committee. Outcomes will also be included within the Annual Equality, Diversity and Inclusion report.