



Equality, Diversity and Inclusion Policy

Statement of Intent

The University of Brighton is committed to fostering a stimulating, supportive and inclusive learning and working environment that is free from discrimination, harassment and bullying. It aims to create a culture of mutual respect and support for diversity, underpinned by mutual respect and trust where all students and staff are able to achieve to their full potential.

The university is committed to the fair treatment of all people, be they staff, students, visitors, or those applying for employment or study, regardless of age, disability, family or caring responsibilities, gender identity, marital status, pregnancy or maternity, race, religion or belief (including non-belief), sex, sexual orientation and work or study patterns.

The university acknowledges the duty of higher education in promoting equality of opportunity and furthering social inclusion. We recognise the link between equality and excellence in higher education, and we understand that ensuring equality of opportunity is essential for the successful and innovative development of the university and its community.

All students and staff have a personal responsibility for owning and implementing this policy.

Purpose

The overall purpose of the policy is to provide:

- a statement of commitment to equality and diversity within the university; and
- an outline of the rights and responsibilities to which all members of the university community are expected to adhere.

Roles and Responsibilities

Board of Governors

The Board of Governors has ultimate responsibility for ensuring that the university meets the commitments detailed within this policy.

Committees

The Equality and Diversity Committee and its sub-groups have responsibility for overseeing, steering and monitoring institutional activity on equality and diversity.

Committee Chairs have responsibility for:

- implementing the equality term of reference
- ensuring that equalities considerations are embedded throughout committee discussions and decisions.

University Management Board

The University Management Board are responsible for providing visible leadership on equality and diversity and on the implementation of this Policy.

Heads and managers

Heads and managers are responsible for:

- providing visible leadership on equality and diversity and promoting equality and diversity throughout the activities in their area
- ensuring that staff and students are aware of their responsibilities and understand and apply this policy.
- recognising and applying the principles of equality and diversity in their management of staff.

Human Resources

Human Resources (HR) are responsible for supporting the operational implementation of this policy as it relates to staff, by:

- keeping up to date with relevant legislation
- advising and supporting managers and staff about relevant issues
- supporting investigations into complaints about alleged breaches of this Policy as it relates to staff
- ensuring guidance is provided to allow HR policies to be applied fairly and to support transparency in their application.
- ensuring good governance human resources issues such as promotions and pay.

The Equality and Diversity team in HR is responsible for developing and supporting implementation of strategies, policies and activities for advancing equality and celebrating diversity across the university.

Student Services

Student Services are responsible for supporting the operational implementation of this policy as it relates to students, by:

- advising and supporting students and staff about issues associated with equality, diversity, harassment and bullying, as they apply to students
- supporting and advising colleagues on approaches to ensure that student-focused policies and are applied fairly and transparently.

Marketing and Communications

Marketing and Communications staff are responsible for:

- ensuring that the images and content of their own publications and communications are inclusive and accessible to all.
- Embedding inclusivity within the guidance and advice they provide to colleague across the institution on communications matters.

Estate and Facilities Management

Estate and Facilities Management staff are responsible for ensuring that new and existing buildings are accessible and inclusive.

Staff equality networks

The staff equality networks are responsible for:

- Providing informal peer support on relevant issues

- helping to raise awareness about relevant equality issues
- contributing to the ongoing review and development of institutional equalities activity.

Teaching staff

Teaching staff are responsible for:

- promoting equality and diversity through their teaching programmes and through relations with students, staff and the wider community
- ensuring that the curriculum covers the knowledge, skills and values which students need to tackle discrimination when they meet it and to help them to understand and value diversity
- ensuring that materials used to deliver the curriculum are accessible to a diverse range of students and adjusted to meet specific needs, and that they are free from sexist, racist and other discriminatory assumptions, images and languages, unless they are being studied as examples of such.

Portfolio Planning Group

The Portfolio Planning Group is responsible for ensuring that proposed new or revised courses or awards are consistent with the university's equalities strategies, policies and ethos.

Quality and Standards

Academic Standards are responsible for ensuring that course validation processes and guidance incorporate considerations relating to equality, diversity and inclusive teaching.

Staff with responsibility for research governance

Staff with responsibility for research governance are responsible for ensuring that research undertaken by the university does not contravene this policy.

External contractors and service providers

All external contractors and providers of university services are responsible for ensuring that their staff comply with this policy and relevant legislation.

The Manager of Purchasing Services is responsible for ensuring that contractors and suppliers are aware of, and are committed to this policy.

All Staff

All staff are responsible for ensuring that they understand and apply this Policy throughout their day to day activities and interactions.

Students

All students are responsible for ensuring that they understand and apply this Policy throughout their day to day activities and interactions.

Breaches of this policy

All staff and students have a duty to observe this policy and the requirements of the [Equality Act \(2010\)](#). Any reported breaches will be investigated through the relevant [staff procedures](#) or [student procedures](#) and may result in disciplinary action being taken.

Staff who have concerns about unlawful discrimination, harassment or bullying are advised to contact their line manager, a member of the [Human Resources Department](#) or a trade representative ([Unison](#) or [UCU](#)).

Students who have concerns about unlawful discrimination, harassment or bullying are advised to and contact their [Student Support Guidance Tutor](#), the [Students' Union](#), [Student Services](#), their Course Tutor, Personal Tutor, or Head of School.

Implementing the policy

The university's [Equality Objectives and Equality and Diversity Strategy](#) set out how it is implementing this Policy.

Monitoring and Review

The Equality and Diversity Committee is responsible for the ongoing monitoring and review of this Policy to ensure its effectiveness in achieving equality of opportunity.