



LEEDS
BECKETT
UNIVERSITY

Equality, Diversity and Inclusion Policy

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Policy Statement

1 Purpose and Core Principles

1.1 Our Equality, Diversity and Inclusion Framework sets out our vision that our University will be a place where everyone feels respected, valued and supported to achieve excellence. This commitment exists alongside our legal and moral obligations to provide an inclusive environment for our colleagues, students and members of the public who may be affected by our activities. Our objectives are that we will:

- Promote, celebrate and value equality, diversity and inclusion
- Attract, retain and develop a diverse student and staff community
- Foster an inclusive educational environment, advancing excellence in research and learning
- Ensure our campus is inclusive and accessible and supports everyone to achieve their full potential.

2 Equality Act 2010 and Public Sector Equality Duty

2.1 This policy will be supported by Equality Objectives as a result of the Public Sector Duty required by the Equality Act 2010 where Public Bodies must have “due regard” to:

- Eliminate all forms of discrimination, harassment or victimisation;
- Advance equality and diversity; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

2.2 The Equality Act 2010 recognises the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2.3 The duty to have “due regard” means Public Bodies must:

- Remove or minimise disadvantages suffered by people because of any of the protected characteristics;
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2.4 Having “due regard” means that Leeds Beckett must consciously consider the three aims of the general duty in all decision making, including:

- The way we recruit and treat our colleagues and students;
- The way we make and change policies;
- How we deliver services; and
- How we pay others to deliver goods and services on our behalf.

3 Scope

3.1 This policy applies to everyone at our University, including colleagues, agency workers, students, visitors and external contractors.

4 Responsibility

4.1 We have a clearly defined organisational structure for equality, diversity and inclusion that mirrors our operational structure. It defines who has executive and non-executive responsibilities for equality, diversity and inclusion.

4.2 Everyone at our University, including visitors and external contractors, has a role in ensuring that we work and study in an inclusive environment, recognising and celebrating diversity. We each have a responsibility to:

- Ensure we are acquainted with and adhere to this policy as it applies to work, study and research activities;
- Treat colleagues, students and others with dignity and respect in line with our values and standards.

Details of our corporate and individual responsibilities are set out at Appendix 1

5 Commitments and Codes of Practice

5.1 The University has adopted an Anti-racism Statement, including a commitment to anti-Semitism (set out in Appendix 2).

5.2 Codes of practice relevant to equality, diversity and inclusion should be read in conjunction with this policy and set out our University’s position in relation to specific areas. These are maintained on the Equality and Inclusion web pages at:

<https://www.leedsbeckett.ac.uk/our-university/equality-and-inclusion/>

6 Monitoring

- 6.1 The application of this policy will be monitored by the Equality, Diversity and Inclusion (EDI) Committee (supported by the EDI Steering Group), informed by a range of measures including:

Measures	Frequency
Colleague Survey Results (including pulse surveys)	Annual
Equality Impact Assessments/Equality Analysis	Ongoing
HESA returns and HEIDI data	Annual
Student Data (attainment, progression, employment)	Annual
Colleague Data (EDI dashboards – including recruitment, workforce profile, complaints, grievances and disciplinaries)	Annual
Relevant sector benchmarking	Annual
Public Sector Equality Duty Report	Annual
Gender Pay Gap Reporting (may expand to other protected characteristics such as race)	Annual

- 6.2 We actively consult with our colleagues and students on equality, diversity and inclusion matters through the EDI Committee, our Equality Fora and the Students' Union.
- 6.3 Trade union representatives also provide a focal point for this consultation on equality, diversity and inclusion matters and are also an important source of advice and guidance for union members.

7 Review

- 7.1 The effectiveness of this policy will be reviewed by the EDI Committee using the results of monitoring and other work. This will be reviewed annually and reported to the University Executive Team and the Board of Governors.
- 7.2 The Equality, Diversity and Inclusion Team will update this policy to reflect changes approved by the University Executive Team and the Board of Governors. The updated policy will be published on our University website.

8 Related Documentation

Dignity at Work and Study Policy
Equality, Diversity and Inclusion Framework
Equal Pay Policy
Public Sector Equality Duty Report
[HR Policies and Procedures](#), including Recruitment and Selection

Reviewed May 2021

1 All Colleagues

- 1.1 All colleagues and students are accountable and have a responsibility for equality, diversity and inclusion. Colleagues and students are required to:
- Ensure we are acquainted with and adhere to this policy as it applies to work, study and research activities;
 - Treat colleagues, students and others with dignity and respect in line with our values and standards.

2 Board of Governors

- 2.1 The Board of Governors plays an important role in monitoring and evaluating the effectiveness of this policy. Their duties in this non-executive role are to:
- Ensure we have in place a policy for equality, diversity and inclusion for colleagues and students, and that it is up-to date and reflects the full range of our activities;
 - Ensure that the Finance, Staffing and Resources Committee receive and consider an annual report encompassing colleagues and students.

3 Vice Chancellor

- 3.1 The Vice Chancellor, as our most senior manager, has the ultimate responsibility for leading our University and demonstrating that equality, diversity and inclusion matters are embedded into the strategic plan. The VC's duties are to:
- Ensure this policy is being effectively implemented across our University;
 - Identify and communicate to direct reports their responsibilities for managing equality, diversity and inclusion;
 - Establish an operational structure that ensures clear accountability for equality, diversity and inclusion;
 - Ensure that equality, diversity and inclusion is a factor when appointing direct reports and assessing their overall performance;
 - Ensure that direct reports have a suitable level of knowledge and understanding to effectively carry out their duties within this policy;
 - Ensure effective consultation with employees on equality, diversity and inclusion matters through the operation of an EDI Committee;
 - Ensure that suitable and sufficient resources are provided to direct reports to effectively meet the equality, diversity and inclusion needs of their respective School/Service.

4 University Executive Team

- 4.1 The University Executive Team is responsible for the executive management of our affairs and activities, and as such for providing an inclusive environment for work and study. Their duties in this are to:

- Demonstrate commitment and support for the establishment of a positive equality, diversity and inclusion culture;
- Respond to recommendations from the Board of Governors and the EDI Committee as they relate to this policy and its implementation;
- Allocate responsibility to a team member to provide executive oversight and act as a champion for equality, diversity and inclusion issues;
- Review equality, diversity and inclusion matters at University Executive Team meetings.

5 Secretary and Registrar, Deans and Directors

5.1 The Secretary and Registrar, Deans, and Directors are the most senior managers in their respective School/Service. As such they have the primary responsibility for ensuring this policy is fully implemented in their area. Their duties in this are to:

- Satisfy themselves that this policy is being effectively and consistently implemented in their respective School/Service, through appropriate measuring/monitoring;
- Identify and communicate to direct reports their responsibilities for managing equality, diversity and inclusion;
- Ensure that direct reports have a suitable level of knowledge and understanding to effectively carry out their duties within this policy and undertake all the relevant training identified in School/Service equality, diversity and inclusion training needs analysis;
- Ensure that suitable and sufficient resources are provided to direct reports to ensure they can effectively meet the equality, diversity and inclusion needs of their colleagues and students.

6 Local Management Teams

6.1 Local management teams are responsible for the management of the affairs and activities in each School and Service, and as such for local implementation of this policy to provide an inclusive environment for work and study. Each team's duties in this are to:

- Demonstrate commitment and support for the establishment of a positive equality, diversity and inclusion culture within the School/Service;
- Act on recommendations from the Senior Management Team and the EDI Committee as they relate to the implementation of this policy at a local level;
- Appoint a Champion as the School/Service coordinator for equality, diversity and inclusion, ensuring that they are sufficiently knowledgeable and empowered to influence and maintain awareness of School/Service issues and performance;
- Review equality, diversity and inclusion matters and issues at team meetings, measuring, monitoring and taking action as appropriate.

7 Director of Human Resources

7.1 The Director of Human Resources has a key role in helping establish a positive equality, diversity and inclusion culture. The duties of the Director of Human Resources in this role are to:

- Establish and maintain an effective central support team for the provision of equality, diversity and inclusion advice, support and guidance to managers, colleagues and students;

- Ensure that direct reports engaged in the provision of equality, diversity and inclusion support and advice have an appropriate level of competence, providing training and continual professional development as required;
- Ensure the central support team is provided with suitable and sufficient resources to enable it to support managers, colleagues and students on equality, diversity and inclusion matters.

8 Equality, Diversity and Inclusion Team

8.1 The Equality, Diversity and Inclusion team are responsible for advising managers, colleagues and students on equality, diversity and inclusion matters. The duties in this team are to:

- Actively promote this policy across the organisation and provide central co-ordination of equality, diversity and inclusion activities;
- Co-ordinate and contribute to the monitoring and auditing of our University's equality, diversity and inclusion performance to enable internal and external benchmarking and report production;
- Develop Equality Objectives in line with the Public Sector Equality Duty requirements of the Equality Act 2010.
- Obtain specialist equality, diversity and inclusion advice as required and respond to new equality and diversity legislation, case law or changes in interpretation.
- Escalate where a breach of legislation has been identified to the EDI Committee and Steering Group;

9 Equality, Diversity and Inclusion Steering Group

9.1 An informal group with a specific aim to support the University to get traction around key issues and actions, with a view to delivering sector leading EDI practices. It will do that by monitoring the development and delivery of action plans, making sure that our various EDI agenda are aligned.

10 Equality, Diversity and Inclusion Committee

10.1 The purpose of the Committee is:

- To consider the equality, diversity and inclusion aspects of our University's culture and environment for work and study;
- To act as a forum for the engagement of colleagues and students in issues relating to equality, diversity and inclusion;
- To advise on the development of policies, procedures and practices directly relating to equality, diversity and inclusion, and those that indirectly affect equality, diversity and inclusion issues;
- To monitor statistics and data that evidence our compliance with its regulatory duties as a public sector organisation, and help identify and develop areas of good practice;
- To promote greater awareness of equality, diversity and inclusion policies to ensure continuous improvement in our performance.

11 **Equality and Inclusion Fora**

11.1 The purpose of the Fora is:

- To provide a safe and supportive environment in which to discuss issues relating to each of the equality strands;
- To provide support and networking and share best practice across all equality strands;
- To assist in the monitoring and reporting on compliance with equality, diversity and inclusion legislation and good practice;
- To contribute to the development of policies directly relating to equality, diversity and inclusion, and those which indirectly affect equality, diversity and inclusion issues through the equality impact assessment process/equality analysis.

Racism exists on our campuses and in our society. Call it what it is and reject it in all its forms. We stand united against racism, and in our support for anyone who experiences racism.

We will

1. Foster an anti-racist culture of understanding
2. Make clear where responsibility and accountability lie for eradicating racism in all its forms
3. Support an anti-racist curriculum
4. Construct systematic, anti-racist development practices
5. Invest in a diverse workforce
6. Record and respond effectively to racist incidents
7. Monitor and review organisational race data
8. Consult with Black, Asian and minority ethnic* community partners

*We know that many are unclear whom we mean when we use the term Black, Asian and minority ethnic (which is often shortened to BAME). To be clear, it is intended to reflect all our ethnic minorities. This includes Jewish people, for example, and also white ethnic minorities such as Roma and Gypsy people. Where Government has adopted working definitions of hatred we will reference them as part of our policy.

It is an inadequate term, disliked by many, which fails to reflect the differentness of our multiple communities. However, we haven't yet found a better way of expressing this which is acceptable to the majority. And so we shall continue to use the term Black, Asian and minority ethnic for now, but will follow the example of our Student's Union, who try to use the full term whenever possible, to avoid 'BAME' becoming a shorthand term which carries even less meaning for some.