



LEEDS
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UNIVERSITY

Introducing Equality, Diversity and Inclusion (EDI)

A Guide for Suppliers

2024

Learning Outcomes

In this guide you will:

1. Be able to define equality, diversity and inclusion (EDI)
2. Know what Leeds Beckett University is doing to promote EDI
3. Understand key parts of the Equality Act (2010) and other EDI-related legislation.
4. Consider 'difference' with confidence.
5. Consider how EDI is relevant to your job and your organisation

1. Helpful Definitions

Equality

A fundamental part of a fair society in which everyone can have the best possible chance to succeed in life. Equality means fairness.

Diversity

Recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

Inclusion

Inclusion means creating an environment that recognises and celebrates difference, where all individuals are treated fairly and respectfully. Everybody feels that they can be themselves and that they will be accepted and valued.





**SUPPORT
REPORT
RESPECT**

2. What does Leeds Beckett University do to promote EDI?

- We have worked toward university- specific Charter Mark Awards for [gender equality](#), [race equality](#) and [mental health](#). We have action plans to ensure we stay on track with our targets for the years ahead.
- We have specific targets and objectives to promote diversity and recruit students and staff from our underrepresented groups (for example, students from low socio-economic backgrounds).
- We have Public Sector Equality Duty Objectives. These have recently been refreshed and set out what we will do in the next five years to advance EDI.
- We provide our staff with training on EDI topics throughout the year (online and in person learning)
- We have a Policy on EDI and Equal Pay
- We have a Policy on Addressing and Preventing Bullying, Harassment and Sexual Misconduct Policy.
- We publish our [Gender Pay Gap data](#) to the Government every year.
- We have a reporting platform for colleagues, students and visitors to report incidents of bullying, harassment or sexual misconduct to us. This is called [Support Report Respect](#)
- We support community events such as [Leeds West Indian Carnival](#) and [Leeds Pride](#) and encourage our staff, students and suppliers to attend.

3. Understanding what the law says about EDI

There are 2 main pieces of legislation which apply to Equality, Diversity and Inclusion:

- The Equality Act 2010 which focuses on eliminating discrimination, creating equal opportunities in the workplace and developing strong relationships between different people
- The Human Rights Act 1998 which sets out the fundamental rights and freedoms that everyone in the UK is entitled to

As the University receives public money, we also abide by the Public Sector Equality Duty, which means that we need to evidence how we are promoting equality and diversity in our organisation.



The Equality Act (2010)

The Equality Act applies to everybody and aims to protect people from discrimination.

It means that it is unlawful to withhold goods or services from somebody or deny them employment because of their 'Protected Characteristic'.

There are 9 protected characteristics:

Sexual orientation, age, disability, religion and belief, sex, pregnancy and maternity, marriage and civil partnership, gender reassignment and race.

We all have protected characteristics, but some people may be more likely to face discrimination because of inequality in our society.

You can watch a short video introducing the Equality Act, produced by the Equality and Human Rights Commission [here](#).



Hate Crimes





The law in the UK protects victims who are specifically targeted because of a protected characteristic (for example, racially motivated assault or the harassment of a transgender person)

These types of offences are classified as 'Hate Crimes'

Read more about Hate Crimes at [Stop Hate UK](https://www.stop-hate-uk.org/).

When someone is hostile to another person because of their
DISABILITY, NATIONALITY, RACE, RELIGION,
SEXUAL ORIENTATION OR TRANSGENDER IDENTITY

and they show their hostility by



INTIMIDATION **HARASSMENT** **DAMAGING PROPERTY** **VIOLENCE**

it is **HATE CRIME**

cps.gov.uk | @cpsuk | #hatecrimematters

4. Considering Difference with Confidence

Sometimes, when we meet people who appear different to us, we can feel nervous about saying or doing the wrong thing or accidentally causing offence. This can create barriers that then impact the quality of care and support that person receives, perhaps we even try to ignore that difference.

We regularly hear the phrase '*we treat everyone the same*' in customer service. It's a common belief that this is the right approach to providing customer service support. But despite the well-meant intention, treating everyone the same ignores important differences.

[Source: Skills for Care confident with difference campaign.](#)



Are you confident with difference?

Remember, we are all different and there can be many things that make us who we are. Here are some examples of the types of differences that we may have:

- Ethnicity
- Disability
- Mental ill health
- Pregnancy and Maternity
- Age
- Gender identity
- Transgender
- Sex
- Nationality
- Caring responsibilities
- Wealth
- Physical health
- Religion or Belief
- Class
- Culture
- Education, literacy
- Personality type
- Relationship status
- Neurodiversity
- Sexual orientation



Think of an example in your organisation where treating everyone the same may ignore important differences.

Conscious and Unconscious Bias

Unconscious Bias

Our thoughts and feelings, developed over time from our upbringing, experiences and external influences

Affinity Bias

When we see someone we feel we have an affinity with e.g. We attended the same University, we grew up in the same area, or they remind us of someone we know and like

Conformity Bias

When we decide to discard our own opinion in favour of the group's opinion

Beauty Bias

When we think that the most 'attractive' person will be the most successful or capable

Confirmation Bias

When we make a judgement, we subconsciously look for evidence to back up our own opinions of that person. We do this because we want to believe we're right and that we've made the right assessment of a person

Think of an example at work when you've displayed conscious and unconscious bias.

5. Considering how EDI is relevant to your job and your organisation

Reflecting on your learnings so far :

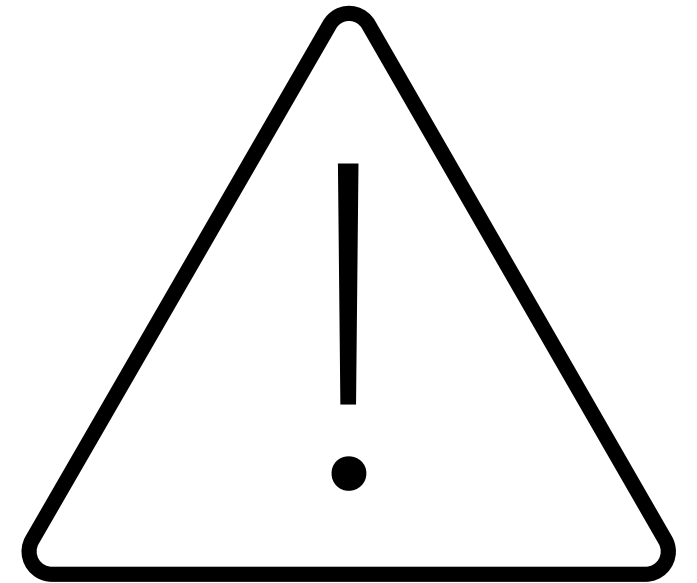
1. Think of an example of an Equality or Diversity challenge that could occur in your organisation?
2. What could the consequences be?



What could the consequences be ?

If you or your company is perceived to have mistreated or discriminated against somebody, the result could be:

- **Reputational damage** to your organisation
- **Legal challenge** - discrimination
- **Mistrust** – unhappy workforce and customers
- **Loss** of funding/business
- **Harm caused**



Monitoring EDI in your company



Do you have an EDI policy in your organisation and are staff aware of it?

Is EDI included in staff inductions?

Do you offer staff training on EDI?



Do you know where to go for further information if you needed help? Further resources can be found on the Equality and Human Rights Commission [\(EHRC\) website](#)



EDI is part of your everyday work— keep it on the agenda!



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Thank you

We hope you have found this resource useful. For further information or feedback please contact Leeds Beckett University's EDI Team:

equality@leedsbeckett.ac.uk