**Equal Opportunities and Accessibility Statement**

In the Student Wellbeing Team, which encompasses our counselling and mental health provision for students, we aim to reflect our university’s vision ‘to be an excellent, **accessible**, globally engaged university’, by treating students fairly and without discrimination. We are an inclusive service and provide equal access to all students who wish to use our service, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

With regard to our staff, we are committed to providing a non-discriminatory and harassment-free working environment for colleagues. All our employees are expected to have due regard for these commitments when carrying out their duties. We follow our university’s Recruitment and Selection Policy, which is designed to promote appropriate and transparent recruitment practices to achieve diversity.

**Monitoring**

Limitations and barriers to inclusivity and accessibility will be monitored by the Student Wellbeing team at our monthly team meetings under the Equality and Diversity standing agenda item, informed by a range of measures including statistics re usage of the service, feedback from students, staff recruitment data, and staff survey results.

**Review**

The extent to which we meet our aim to be an inclusive and accessible service will be reviewed by the Student Wellbeing team using the results of monitoring. This will be reviewed annually at the Student Wellbeing planning meeting. Plans to address limitations identified might include staff training, changes to procedures and/or publicity materials, and consultation with relevant stakeholders to ensure we remove or minimise disadvantages suffered by people because of any of the protected characteristics.

This statement will be updated annually to reflect any changes made as a result of the review, and will be published on the Student Wellbeing webpage.

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