

Equality and Diversity Policy

Designation number	LC007	Title	Equality and Diversity Policy
Current Version number	January 2023 v4	Review date	January 2024
Published on website	Yes	Related policies and/or procedures	Recognition of Prior Learning Data Protection Policy Complaints Policy Grievance Procedures
Relation to QAA requirements (parts of code covered)			
Informed by UK Quality Code Core Practices for Standards and Quality			

1.0 Introduction

1.1 full equality and diversity policy can be found in its Policies and Procedures Handbook. In summary it states that:

We are committed to providing an environment which seeks to encourage an openBT1 0 0 1 108

3.0 Our main equality and diversity objectives

Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by working towards a culture that encourages inclusion, respect and engagement of staff and students.

do this by satisfying ourselves that all key and relevant strategies, policies, procedures, processes and major decisions are equality tested (through Equality Analysis) to remove barriers to recruitment, development, promotion, progression and achievement.

Ensure our services, learning and teaching and estate are accessible for all staff, students and visitors.

Foster good relations between persons who share a relevant protected characteristic and those who do not share it, eliminate discrimination and advance equality of

This helps us to provide an environment which seeks to encourage an open and diverse community, promote the exchange of new and different ideas and facilitate innovation.

4.6. It enhances reputation and customer loyalty

Managing diversity helps towards gaining competitive advantage in the marketplace. Recognising and engaging in the wider community enhances reputation and loyalty from customers and employees by:

- Valuing them as individuals to improve customer service.

- Opening up new markets through a better understanding of the diversity of our customer base.

4.7. Legislative

Legislation has been used as a way to drive the diversity agenda as a whole. However, we must view this not as a must but as an opportunity to drive the diversity agenda.

People are also protected from discrimination because they:

Are associated with someone who has a protected characteristic, e.g. a family member or friend.

Specific duties

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011.

The specific duties require public bodies to

Publish relevant, proportionate information showing compliance with the Equality Duty (this includes records of equality analysis). Statistics can be found on our web page and the

results of Equality Analysis on University of Derby Form 503.26 (ord BT 1 0 0 1 72 61942 11) 503.26

Set equality objectives. These can be found in our strategy.

5.2 What do I do? Where do I go?

If you believe you have been subject to behavdeMCID 161.34 EMC h-2(h)c(e c)-2(a)](ne)t-3(e oio I)-wi4(

British or American?

Beware of banter in the classroom, challenge inappropriate comments.

assessment.

5.6 All Staff

Make sure you treat colleagues, students, visitors etc. with dignity and respect. Unconscious biases should not affect the service you give.

colour, country of origin, age, religion, gender, disability, sexual orientation or transgender. These are likely to offend and promote stereotypical thinking.

If you hear jokes or banter in the office that could offend someone - challenge it.

If you observe any behaviours that do not fit with our values either challenge it or inform your line manager.

If you are having difficulties in your job due to a disability then speak to your manager about reasonable adjustments and ask HR or the E&D team for a copy of the "supporting our disabled staff" booklet.

5.7 What have we done to improve understanding?

We have introduced a range of Diversity awareness training and made it mandatory for all