

# Equality & Diversity Policy



**Harper Ad**

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## Equal opportunities statement

Discrimination means treating someone unfairly because of who they are. The Equality Act 2010 protects you from discrimination at work. You will not be discriminated against for any of the following reasons ("protected characteristics"):

- age
- gender reassignment

All managers must lead by example, set an appropriate standard of behaviour and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. Managers will be given appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice.

Managers involved in management or recruitment (of staff or students), or anyone with any questions about the content or application of this policy, should contact the Human Resources Department to request training or further information.



Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all employees who should have access to them and that there are no unlawful obstacles to accessing them.

### Termination of employment

The University ensures that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.

The University also ensures that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

### Disabilities and Accessibility

The University encourages staff who are disabled or become disabled to advise it of all relevant conditions in order to provide appropriate support.

Staff experiencing difficulties at work because of a disability, are advised to contact their line manager or the Human Resources Department to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Line managers, in conjunction with the Human Resources Department, will consult with Staff and their medical adviser as appropriate about possible adjustments. The University will consider the matter carefully and try to accommodate all individual needs within reason. If a particular adjustment would not be considered reasonable, the University will explain its reasons and try to find an alternative solution where possible.

The University will monitor the physical features of its premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, the University will take reasonable measures to improve access, including digital access.



protected characteristic. An Equality Impact Assessment ("EIA") is an analysis of the potential or actual effects of our policies which enables us to identify opportunities to improve and promote equality of opportunities, to encourage positive relationships and to consider then needs of our students, employees and the wider community.

## Related policies

This policy is supported by the following other policies and procedures (not an exhaustive list):

Access and Participation Plan  
AdBDC q0nCscation Plan