

Equality and Diversity Policy

1. Principles and Values

As a Church College, the University of Chichester (the University) is committed to building and maintaining an inclusive community which recognises and values the inherent worth and dignity of every person; fosters mutual respect, sensitivity and understanding among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

2. Statement of the University's Policy

2.1 The 2005 Corporate Plan states:

Chichester's Mission and Vision are informed by its Christian heritage and record in demonstrating the power of education, both through teaching and scholarship, to transform lives. It welcomes individuals of all faiths and none and is strongly committed to equal opportunities and the maintenance of an inclusive community that:

- celebrates the inherent worth and dignity of each person;
- fosters mutual respect, understanding and sensitivity among its members;
- is committed to evidence-based enquiry that acknowledges freedom of thought and expression;
- strives for excellence in every aspect of its collective life;
- emphasises its responsibilities towards a sustainable environment and the enrichment of its local communities.

2.2 The University is committed to eliminating both direct and indirect discrimination to ensure that no-one is unfairly disadvantaged, either through individual action or through its policies or procedures, on the basis of race, gender, sexual orientation, ethnic or national origin, colour, age, marital status, disability, social class, political or religious belief and activities, unless those activities are contrary to the policies of the University.

2.3 The University strives to:

- eliminate unlawful discrimination in its employment, education, research and learning environment
- promote equality of opportunity to enable staff and students to reach their full potential.
- promote good relations between all persons
- acknowledge and celebrate the breadth of experience and intellectual resources that people from diverse backgrounds bring to the life of the University.

2.4 The University will not tolerate any form of discrimination or abuse by staff, students or anyone else connected with the University and its activities. This includes all contractual service providers and collaborative partners, who are required to meet the General Duty requirements of the Race Relations (Amendment) Act 2000 in the particular functions which relate to the University.

3. Responsibilities

3.1 The Board of Governors, the Vice-Chancellor and the Senior Management Group hold direct responsibility for ensuring that equality of opportunity forms part of the ethos of the University and is embedded in the practices and operations of the University. The individuals concerned are expected to lead and 'champion' equality of opportunity at the University; to this end the Board of Governors and the Senior Management Group nominate members to take a leading role on equal opportunities within the University.

- 3.2 Every manager in the University is accountable for the effective implementation of this Policy and associated procedures and for monitoring diversity in their area of responsibility.
- 3.3 Each member of the University community has a responsibility for upholding this Policy and for behaving in ways that are consistent with fair and equal treatment for all. Equality is not optional or negotiable. Each person is responsible for their own learning and engagement with equality issues and actions, and has a duty to consider the impact of their actions to ensure that they do not have a detrimental effect on achieving equality of opportunity. This includes staff working for contract companies and those involved in collaborative activities with the University in whatever form.
- 3.4 The Equal Opportunities Action Group takes a proactive role within the University in the promotion of equal opportunities at the University and acts as a focal point for issues which arise. The Group makes recommendations to Academic Board, senior management and other internal committees as necessary.
- 3.5 Equality and diversity is a regular agenda item for:
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| ▪ Board of Governors | ▪ Services Liaison Group |
| ▪ Senior Management Group | ▪ Joint Consultative Group |
| ▪ Academic Board | ▪ HR Strategy Group |
| ▪ Academic Management Team | ▪ School and Department meetings |
| ▪ Student Support Services | |

4. Communication

To support staff and students in fulfilling their responsibilities, the University will ensure that:

- the Equality and Diversity Policy is known to all employees, students and potential applicants (staff or students), contractors and collaborative partners;
- appropriate training and guidance is given to those accountable for the implementation of the Policy, in order to ensure that individuals understand their responsibilities and the legal framework;
- external bodies and agencies with whom the University does business embody the same values in their treatment of University students and staff and will communicate this expectation;
- the University will review any materials in the public domain (e.g. publicity material, posters, electronic information) to ensure that they do not give offence to particular groups of staff, students or members of the public.

5. Monitoring and Review

The University will:

- regularly review this Policy and associated procedures and amend them as necessary;
- monitor and review regularly the application of the Policy and the implementation of associated procedures, and from the data collected analyse potential barriers or areas where positive action might be required.

6. Enforcement

Individuals should feel able to inform an appropriate person (e.g. Student Diversity Officer or line manager) wherever inappropriate or discriminatory practice occurs, without fear of retribution and in the knowledge that the matter will be handled effectively under the University's student or staff complaints procedures.

The University will treat any contravention or breach of this Policy very seriously and take appropriate disciplinary action wherever it is justified.

Agreed by Academic Board (22.9.04) and approved by the Board of Governors on 14 December 2004

Updated to reflect changes in institutional and officers' titles.

Issued: 16 February 2006 under authority granted by the Board of Governors on 3 November 2005

We have conducted an impact assessment of this policy and have found that it will have a positive effect on race equality