

Valuing Diversity and Promoting Equality

Statement of Policy

Anglia Ruskin University is committed to valuing diversity and promoting equality. As a learning institution, we seek to maximise the potential of all our staff and students, to be responsive to new ideas, and to equip our students for life in a multicultural and diverse society. It is our aim to provide a supportive environment in which to work and study, where we will treat each other with dignity, courtesy and respect. Our Values state this explicitly: *We are friendly and inclusive, and celebrate individuality and diversity. We support and encourage everyone, and strive hard to anticipate needs and aspirations.*

We will take such steps as are reasonable and practicable to ensure that our opportunities for employment, study, career progression, academic success, and the support systems that contribute to staff and student satisfaction and well-being are equally accessible to all. We also recognise that the ethos of valuing diversity and promoting equality rests on a firm foundation of good equal opportunities practice.

Implementation of the Policy

We will

- communicate our commitment to valuing diversity and promoting equality in staff and student recruitment literature, handbooks, related policies, and in other corporate communications as appropriate;
- incorporate the promotion of equality into corporate planning;
- ensure that decisions concerning the recruitment and career progress of our employees, and the admission, academic progress and support of students, are fair and unbiased, and made solely on the basis of previously published objective criteria, individual merit and ability;
- systematically and progressively assess the impact of our policies, practices and procedures on those affected by them, and publish our equality impact assessments. We will take whatever steps necessary to identify and eliminate unjustified adverse impact;
- promote and support the development of good practice at all levels and in all areas;
- provide training and development on a range of equality and diversity issues. All employees will be required to undertake diversity training appropriate to their role and level of responsibility. Specific diversity training will be compulsory for members of Recruitment and Selection Panels;
- take positive action, informed by Equal Opportunities monitoring of students and staff, to develop and maintain a diverse staff and student body at all levels and in all areas;
- ensure that the learning and teaching we provide is inclusive, meets a wide range of learning needs, and incorporates the academic contributions of a diverse range of people;

- ensure that the procedures for employees and students who believe they have suffered from the unacceptable behaviour of others are fair and unbiased. All allegations of unacceptable behaviour will be investigated thoroughly and will be dealt with appropriately;
- fulfil our statutory obligations under current and subsequent legislation. This includes the allocation of resources, financial and human, as required.

Senior managers will take the lead in implementing this policy and associated Action Plans; and will give their full support to identifying and changing institutional processes and practices which deny or limit fair and equal treatment. Managers at all levels have a responsibility to make sure that unfair discrimination does not occur. All employees and students have a contractual duty to comply with this policy. Any breach will be regarded as serious, and could lead to dismissal or expulsion in accordance with the appropriate procedures.

Progress will be monitored by the Equality & Diversity Group. There will be an annual review of performance by the Corporate Management Team, and aims and achievements will be publicised to staff and students.

Review and amendment of policy

This policy is subject to review in the light of relevant developments in legislation and employment relations practice. We reserve the right to amend from time to time this policy at our discretion, in consultation with the trade unions and the Students' Union.

This policy is supplemented by issue-specific policies and procedures, including

- Employment of Disabled People
- Dignity at Work and Study
- Flexible Working

Approved by the Board of Governors 4 April 2002
Updated July 2007
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