



Leeds Trinity
University

Equality & Diversity Policy

EQUALITY AND DIVERSITY POLICY

1 Policy Statement

- 1.1 Leeds Trinity University is a university community in the Catholic tradition. We believe that this community of students, staff, governors and partners must be characterised by a genuine commitment to inclusiveness deriving from both the intrinsic dignity of every person and universal human values. We are proud of our commitment to eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people of different gender, age, ability, health, race, religion, belief, sexual orientation, nationality and socio-economic background. The University celebrates and values the diversity brought to its community by individuals of all groups and backgrounds.
- 1.2 This policy covers the work of the University, including its policies and practices, its terms and conditions of employment and the delivery of all academic and non-academic services to prospective, current and graduated students.

Responsibilities

2 Our Commitments

We expect all members of the University to:

- treat all employees, students and applicants equitably, regardless of age, colour, disability, ethnicity, gender, marital or parental status, nationality, religious or political belief, race, sexual orientation or socio-economic background
- respect dignity, diversity and difference
- challenge and prevent prejudice,
- prepare students to live and work in a diverse society and to strive for social justice
- maintain a motivated and committed community of staff where everyone is valued
- take action to remove inappropriate inequalities, make reasonable adjustments as necessary and redress failings.

3 Institutional Structures and Responsibilities

3.1 Board of Governors

The Board of Governors shall ensure that non-discriminatory systems are in place to provide equality and diversity of opportunity for staff and students.

This responsibility will be discharged through:

- approval of the Equity and Diversity Policy;

- the receipt of minutes of the Equality and Diversity Committee by the Governance and Nominations Committee; and
- consideration of an annual report on Equality and Diversity to the Board of Governors.

3.2 Vice-Chancellor

Executive responsibility for Equality and Diversity lies with the Vice-Chancellor, who may delegate this responsibility as appropriate.

3.3 Equality and Diversity Committee

The Equality and Diversity Committee is a management committee that reports to the Executive and draws its membership from the staff body (ex-officio officers, academic, support and trades unions) the student body and governors.

The Committee has the following remit:

- to advise the Executive, the Academic Board and Board of Governors (as appropriate) on strategic issues which may impact upon the equality and diversity of opportunity for students, staff or other stakeholders;
- to advise the Executive on effective measures for the pro-active promotion, encouragement and celebration of equality and diversity amongst the Leeds Trinity community.
- to develop, or contribute to, appropriate policies which will ensure legal and regulatory compliance in the area of equality and diversity, and monitor the impact of these policies; and
- to monitor and evaluate statistical data and other relevant reports with regard to equality and diversity.

3.4 Equality Officers

A number of Equality Officers are identified to plan and lead on action with regard to equality and diversity in the University. In particular they will champion:

- the elimination of unlawful discrimination and the promotion of equality of opportunity; and
- the celebration of diversity through inclusivity.

Each will submit on an annual basis a prospective action plan and a retrospective report on the action plan from the previous year which will be considered by the Equality and Diversity Committee.

3.5 All Staff and Students

All members of the University community, staff and students, will be expected to abide by this policy. Any failure to comply could lead to disciplinary proceedings being invoked against the individual(s) concerned.

3.6 Visitors, Partners and Contractors

All visitors to the University and partnership bodies, and all who are contracted to work at or for the University or supply goods or services to the University, will be expected to comply with this policy. Any failure to comply could lead to withdrawal of access or exclusion from partnership or contractual relationships with the University.

4 **Legislation**

Through the structures in Clause 3 above the University will ensure compliance with appropriate legislation and good practice by introducing, implementing and regularly reviewing policies and procedures.

5 **Monitoring and Review**

Annual action plans on Equality and Diversity will be monitored on an annual basis by the Equality and Diversity Committee.

The Equality and Diversity Policy will be reviewed five years and any amendments approved by the Executive, the Equality and Diversity Committee and, ultimately, the Board of Governors.