

Equality & Diversity Briefing

Course Summary

What are equality, diversity and inclusion?

- Equality is about treating people fairly, and is backed up by legislation that makes it unlawful for anyone to be treated less favourably on the basis of a range of protected characteristics, e.g. race, sex, disability, etc.
- Diversity is about recognising, valuing and respecting *all forms* of difference in individuals.
- Inclusion is about embracing and harnessing difference in order to create cohesive communities and effective workplaces. A key aspect of this is recognising and meeting the needs of different individuals.



Benefits to Us

Talent

In order to be successful in the highly competitive world of higher education, we need to be the university of choice for the best staff and students. Equality and diversity enable us to draw people from the widest possible pool of talent and create an environment in which everyone feels respected and capable of achieving their potential.

Innovation

There's rarely only one solution to even a simple problem. Different people bring different perspectives, which makes equality, diversity and inclusion key factors in creativity and innovation.

Service

We provide our services to people from all sorts of diverse backgrounds. To do a good job, we have to be able to understand, respect and meet their needs. Make no mistake, equality, diversity and inclusion aren't fringe considerations, they're vital to our overall performance.

Globalisation

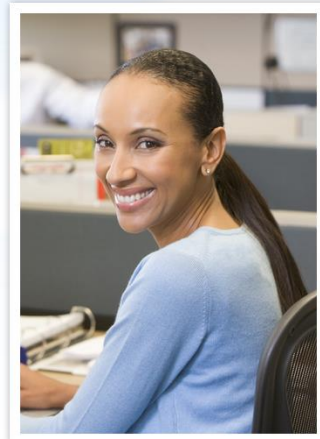
We're operating in an increasingly global world. Equality, diversity and inclusion help us to work effectively across a broad range of cultural and international boundaries.



Benefits to You

Equality, diversity and inclusion mean that:

- You can expect to be treated fairly and with respect at all times, and to progress on the basis of your merit alone.
- You have the right to challenge and remove any unfair barriers that stand in the way of your progress, so that you can achieve your full potential here.
- You can feel confident that you'll have our full support should you need to raise any concerns or challenge any unacceptable behaviour.



Equality Legislation

Under the Equality Act of 2010 it's unlawful for anyone to be treated less favourably on the basis of the following factors, known as protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



Under the law, there are four main forms of “less favourable” treatment:

Direct discrimination

Less favourable treatment because of one or more protected characteristics (race, disability, sex, etc)

Indirect discrimination

Provisions, criteria, policies, rules and practices that apply to everyone, but inadvertently and unnecessarily disadvantage people with a protected characteristic.

Harassment

Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading or offensive environment.

Victimisation

Detrimental treatment because a person has made, or intends to make, a complaint or enquiry about an equality matter, or support such a complaint or enquiry.

If individuals who work here are found guilty of harassment or discrimination, then it's not just them who may be held liable in the eyes of the law: we may be too. In other words, we have what's known as “vicarious liability” for the actions of individual employees.



Tackling Discrimination & Harassment

If you see – or are subject to – any forms of harassment or discrimination, simply telling the other person that you find their behaviour unacceptable can often resolve matters. However, if you don't feel able to do this, you should escalate the issue. You can feel confident that you'll have our full support should you ever need to do this.

