

Equality Diversity and Inclusion Policy 2024-2028

1 Purpose

1.1 Leeds Trinity University is committed to ensuring an environment that is founded in respect, compassion and social justice in a way which delivers equity so that all who study, work and engage with the University are able to thrive.

2 Scope

2.1 This policy applies to all students, colleagues, and those who work with, engage with or visit the University. The term “students” applies throughout the policy to all those studying with us, whether full or part-time, including apprentices.

3 Aims

3.1 The Equality, Diversity and Inclusion Policy sets out the principles on which the University aims to:

- promote a genuinely inclusive environment based on upholding the dignity and respect of all members of our community;
- ensure that all staff and students, both prospective and current, are treated equitably;
- create an inclusive atmosphere and culture where there is a shared commitment to respect difference, and to challenge and prevent racism, prejudice, discrimination and harassment;
- establish and maintain a motivated and committed community of staff where everyone is valued;
- target action to remove inequalities.

4 Legislation - Equality Act 2010 and the Public Sector Equality Duty

4.1 The Equality Act 2010 recognises and protects nine characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4.2 In addition to the characteristics described above, the University is equally committed to promoting and advancing equity in relation to:

Care experience • Nationality • Socio-economic background • Gender identity

4.3 The Public Equality Sector Duty requires all public bodies to carry out their functions with due regard to the objectives set out in the Equality Act 2010 to ensure they:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited;
- advance equality and diversity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5 Responsibility

5.1 Every staff member, student and other groups identified in this policy are required to avoid unlawful discrimination. We all have a role in ensuring that we work and study in an environment that promotes inclusivity and belonging, celebrates difference and where everyone is treated with respect. Behaviours that are in breach of this policy will be treated seriously and dealt with under appropriate University procedures.

5.2 Board of Governors

The Board of Governors has overall responsibility for legal and statutory compliance and for championing Equity, Social Justice and Belonging across the University. The discharge of this responsibility will be assisted through consideration of an annual report on Equality Diversity and Inclusion.

5.3 Vice Chancellor

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

5.4 Equality Diversity and Inclusion Committee

The Equality Diversity and Inclusion Committee is a management committee chaired by the University Secretary and comprises: Senior Managers representing Academic and Support services, People and Culture, Union of Students, Trades Union representatives and Chairs of the University Staff Equity Networks.

In accordance with its terms of Reference, the EDI Committee will report to the Executive and will be accountable for ensuring that EDI strategies, objectives and targets are developed, reviewed and actioned appropriately.

5.5 Staff Equity Networks

Staff Equity Networks act as an advisory body in relation to the University Equity Social Justice and Belonging strategy and broader EDI issues. The networks have terms of reference, and the chairs and co-chairs are allocated time to undertake these duties. The network chairs act as advocates for Network members and for staff who are not Network Members but have approached the Network requesting advocacy and support. Networks provide a brave space for all staff and particularly those with protected characteristics to connect with allies and/or others who have shared experiences. The networks facilitate opportunities for staff to engage in critical discussions and present their feedback to the Office for Institutional Equity and EDI Committee as appropriate.

5.6 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.

5.7 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 relationships with the University.

6 Breaches of Policy

6.1 Complaints will be taken very seriously by the University. Any staff or student found to have acted in breach of this policy will be subject to disciplinary investigation.

6.2 Those that believe they are the subject of discrimination, harassment or any other action which constitutes a breach of this policy should seek confidential help or support from one of the following:

- A Head of Department/Line Manager
- Their Trade Union representative/ The Student Union
- The Director of the Office for Institutional Equity
- The Director of Student Services

- The People and Culture team

Depending on the nature of the issue, advice and support will be provided in addressing it informally in the first instance, where this is appropriate and possible. Where an individual wishes to report harassment or abuse, they may do so following the mechanisms set out in the Dignity at Work and Study Policy.

6.3 If the problem continues, or it is not appropriate for it to be dealt with informally, then the complainant will be advised on available courses of action, in liaison with their Trade Union, People and Culture Team, Line Manager or Student Union (as above).

7 Monitoring and Review

7.1 The Equality, Diversity & Inclusion Policy will be reviewed in line with the review of the Strategic Plan and any amendments will be approved by the Executive, the Equality and Diversity Committee and the Board of Governors.