

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

### **1. Introduction**

- 1.1. At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.
- 1.2. We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

### **2. Culture**

- 2.1. Our inclusive culture allows students and colleagues to reach their full potential, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- 2.2. We pledge to continue to respect and value diversity within our communities of students, colleagues and stakeholders, to challenge inequities, to strive to eliminate unlawful discrimination, to promote equality of opportunity, to practice positive action where possible, and to foster an inclusive institutional culture.
- 2.3. We acknowledge the special role of higher education in promoting equality of opportunity and furthering social inclusion and mobility, within and beyond our university. We recognise that ensuring equality of opportunity is essential for our culture, performance and success.

### **3. Implementation**

- 3.1. All our students, colleagues and stakeholders have rights and responsibilities in relation to this policy.
- 3.2. All our students, colleagues and stakeholders are required to become familiar with and observe the spirit and letter of our equality, diversity and inclusion related policies and practices.

### **4. Legal Framework**

- 4.1. Any breaches of the legislation on equal opportunities or of our equality, diversity and inclusion related policies may lead to legal and/or disciplinary action.
- 4.2. We are supported in our work by [The Equality Act \(2010\)](#) which provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society and as a Higher Education Institution we have specific equality duties that require us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. It is also our responsibility to publish equality information (data) on an annual basis, and review and publish specific and measurable equality objectives and actions.
- 4.3. Section 43 of the [Education \(No 2\) Act 1986](#) states that every individual and body of persons concerned in the government of universities shall take such steps as are reasonably practicable to ensure that freedom of speech within the law is secured for members, students and employees of the establishment and for visiting speakers. The University has adopted a [Code of Practice on Freedom of Speech](#) that, alongside this policy and work on promoting our values, aims to positively address any potential tensions around freedom of speech and matters of EDI.

## 5. Reporting

- 5.1. Where bullying or harassment of any form has taken place, students, colleagues and stakeholders are advised to report it as soon as possible via [Report and Support](#). For further information please refer to the [Diversity and Dignity at Work and Study Policy](#) which explains the procedure.
- 5.2. Further equality, diversity and inclusion information is available along with this policy [on our website](#).

## 6. Publishing Note

- 6.1. This policy is published [on our website](#); and can be requested in a range of formats e.g. Word, PDF, plain text, alternative formats such as large print or Braille.
- 6.2. We use a variety of methods to publicise the policy internally through student and colleague channels and it is sent to all senior colleagues and key University and College committees for dissemination.

## 7. Monitoring and Review

- 7.1. We take all necessary steps to implement this policy effectively and to improve it through regular monitoring, consultation and review.
- 7.2. Continuous development of plans supports the equality, diversity and inclusion agenda by reporting on progress to date and providing an overarching annual action plan through the Equality, Diversity and Inclusion Committee.
- 7.3. All reports prepared in relation to this policy are presented to the Equality, Diversity and Inclusion Committee and shared with the University Executive Board.
- 7.4. This policy is updated annually as necessary to comply with the law and regulations and is subject to formal review and resubmission to the Court of Governors for approval at least once every three years.

## 8. Further Information

- 8.1. Further information and support are available from the following:

- People, Culture and Wellbeing Advisory Support
- University Equality, Diversity and Inclusion Officer
- Student and Academic Services
- Colleague Networks
- Trade Union or Student's Union representatives

## 9. Document Control

Policy Title	Equality, Diversity and Inclusion Policy
Policy Date	13 March 2024
Date of next review	March 2027
Approving Body	Court of Governors
Version	1
Supersedes	Single Equality Policy Statement
Equality Impact Outcome	High
Related Policies and documents	Diversity and Dignity at Work and Study Policy Transgender Equality Code of Conduct
Policy Owners	Dibyesh Anand, Interim Deputy Vice-Chancellor (Employability and Global Engagement) and Co-Chair, University EDI Committee Deborah Husbands, Co-Chair, University EDI Committee
Lead Contact	EDI Officer