

Valuing Diversity and Promoting Equality Statement

1.0 Statement

- 1.1** At Anglia Ruskin we are committed to providing an environment that values diversity and promotes equality and inclusion. 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's our aim to provide a supportive environment in which to work and study, where we'll treat each other with dignity and respect.
- 1.2** Key to this is acknowledging and respecting each other's differences. Our colleagues and students come from around the world, from a wide range of social and cultural backgrounds, and we'll strive to understand and respect these differences, within a shared understanding of appropriate conduct. Further information on what we consider inappropriate conduct can be found in our Staff Code of Conduct, and the Rules, Regulations and Procedures for Students documents.
- 1.3** We'll take such steps as are reasonable and practicable to ensure that 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.

2.0 Implementation

- 2.1** We'll communicate our commitment to valuing diversity and promoting equality and inclusion in staff and student recruitment literature, handbooks, related policies, and in other corporate communications as appropriate.
- 2.2** We'll incorporate the promotion of equality into corporate planning and take action to identify and remove institutional barriers.
- 2.3** We'll ensure that decisions concerning the recruitment and career progression of our staff 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.
- 2.4** We'll systematically and progressively assess the impact of our policies, practices and procedures on those affected by them; document our equality analysis assessments and take positive action to identify and mitigate any adverse impact, particularly on those with protected characteristics.
- 2.5** We'll promote and support the development of good practice at all levels and in all areas.
- 2.6** We'll provide training and development on a range of equality, diversity and inclusion issues. All staff will be required to undertake diversity and inclusion training appropriate to their role and level of responsibility. Specific training will

be compulsory for members of Recruitment and Selection Panels.

- 2.7 We'll 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, in all areas.
- 2.8 We'll 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.
- 2.9 We'll ensure that the procedures for staff 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 dealt with appropriately.
- 2.10 We will fulfil our statutory obligations under current and subsequent legislation.

3.0 Responsibilities

- 3.1 All staff and students have a 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.
- 3.2 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.
- 3.3 Managers at all levels have a responsibility to make sure that unfair discrimination does not occur; to act as role models by demonstrating appropriate behaviours and to ensure their staff are aware of expected standards of behaviour.
- 3.4 Progress will be monitored by the Staff and Student Equality, Diversity and Inclusion Groups.

4.0 Monitoring and Review

- 4.1 This statement is supplemented by and should be read in conjunction with issue- specific policies and procedures, including
 - Employment of Disabled People
 - Flexible Working
 - Rules, Regulations and Procedures for Students
- 4.2 This policy will be reviewed every three years, or earlier if necessary, to reflect changes in legislation and employment relations practice.

Approved by the Board of Governors 4 April 2002

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