

EQUALITY, Diversity and inclusion policy statement

This statement sets out the commitments of the University of Worcester to the public sector equality duty under the provisions of the Equality Act 2010.

# The Commitments

* University of Worcester (the University) is committed to equality of opportunity and is opposed to all forms of discriminatory practices and attitudes. The University acknowledges its legal obligations to provide equality of opportunity for staff and student members of its community.
* The Vice Chancellor and Chief Executive is responsible to the Board of Governors for the development, promotion and implementation of the policy, within the resources available, working with the senior management team, the Academic Board and the Human Resources Committee of the Board of Governors.
* The University will function in such a way that it does not discriminate directly or indirectly in the admission, progress and assessment of students; the appointment, development and promotion of staff; the treatment of any individual on grounds of the nine identified protected characteristics. These are age, disability, ethnicity, gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion and belief, and sexual orientation. In addition, the University includes care responsibility, socio-economic background, trade union activity, and political beliefs.
* The University opposes practices which, directly or otherwise, promote sexism, racism, and heterosexism or which neglect and are prejudicial to people with disabilities, or from disadvantaged socio-economic backgrounds. The University will establish procedures, which ensure that individuals are treated solely on the basis of their merits and abilities.
* The University is committed to opening up learning opportunities to all sections of the community. The University will work to increase the opportunities for mature students, particularly working adults, and for those without traditional entry qualifications. It recognizes that the provision of equality of opportunity must also encompass learning and teaching, curriculum issues and the manner in which staff and students are treated inside the institution. Where appropriate, provision will be made for those who have experienced unequal opportunity in education, in order to widen access and facilitate progression for under-represented groups (including women, members of minority ethnic groups, people with disabilities and those from disadvantaged socio-economic backgrounds).
* Where appropriate, action will be taken to facilitate the development and career opportunities of groups currently under-represented in the work force overall and/or at particular levels.
* This policy is the responsibility of every member of the University community. However, those who hold management, supervisory or other senior positions in the organisation have additional and particular responsibilities to ensure the effectiveness of its application and that all staff and students are aware of its requirements. The University will ensure that there are appropriate training and development programmes and that implementation is effectively monitored.
* The policy affects all the work that the University does, and it cannot be modified or altered by or for any part of the University. It also extends to all contractors and subcontractors of the University.

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| Date Approved | November 2010 |
| Approval Authority | Board of Governors |
| Date of Commencement | November 2010 |
| Amendment Dates | Minor amendments in April 2021 |
| Date for Next Review | September 2021 |
| Related Policies, Procedures, Guidance, Forms or Templates | The Equality Objectives |
| Policy/Policies Superseded by this document | n/a |