Equality, Diversity and Inclusion Policy Statement

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Equality and Diversity Policy Statement January 2023	
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http://policies.docstore.port.ac.uk/policy-027.pdf

Summary

What is this document about?
This policy sets out the University of Portsmouth's commitment to creating a working, learning, cultural and social community, where colleagues and students: feel they belong; are able to reach their full potential, and; are treated with dignity and respect. It highlights the principles for enabling colleagues and students, to contribute fully, and derive maximum benefit and enjoyment from their involvement in the life of the University. The requirements of both the organisation, colleagues and students in delivering to the commitment is set out in the policy.

Who is this for?
This Policy is for all students (including apprentices), staff and other individuals including employers who work or visit within the University Campus. It will also be of interest to the wider public in relation to how the University meets its obligations in relation to the Equality Act 2010.

How does the University check this is followed?
An EDI Governance Framework provides the strategic mechanism for implementing and monitoring the effectiveness of the policy. The EDI Steering Group is accountable for ensuring the policy is enacted and all colleagues are responsible for demonstrating the inclusive values and behaviours required to achieve the EDI ambitions within the policy. Employee engagement surveys will annually assess the culture of faculties and departments to determine the effectiveness of actions to achieve the policy commitment.

How does the University engage and equip people to implement the policy?
Colleagues and Board Members are engaged and equipped to implement the policy through briefings and training. Information contained in the policy forms part of Equality and Diversity training, which is undertaken by all colleagues during induction and highlighted within the Inclusive Leadership Programme delivered to existing and aspiring leaders. The policy will be reviewed annually through staff engagement. Any issues that are linked to this policy statement are reported to UEB, the Equality & Diversity Steering Group and HR Committee.

Who can you contact if you have any queries about this document?
All enquirers may contact the Equality and Diversity Engagement Manager on 023 9284 5774 or equality@port.ac.uk.

Equality, Diversity and Inclusion (EDI) Policy Statement

1.   Introduction

The University of Portsmouth is committed to creating a working, learning, cultural and social community, where all colleagues and students: feel they belong; are able to reach their full potential, and; are treated with dignity and respect. The University recognises its civic role in promoting EDI within the city of Portsmouth and works in an inclusive way with all the communities in which we are geographically located, as well as being a beacon of good practice.

2.   Commitment

Different voices one community-We are a diverse, multicultural and international community committed to:

- Building a positive, inclusive culture that inspires colleagues & students to realise their potential.
- Working towards fair representation & fair outcomes for our colleagues & student communities.
- Developing a robust understanding of our EDI data to effect sound evidence-based decision making.

Our EDI strapline of "Different Voices; One Community" intends to facilitate an environment where the ability to voice ideas, and be listened to, is at its core, a place in which colleagues and students operate with mutual respect, with the confidence that equality, diversity and inclusion is accessible to all.

Building a positive, inclusive culture that inspires staff & students to realise their potential.

As a member of the university community all colleagues, students, contractors or visitors can expect to be treated with dignity and respect, so people feel able to be themselves and as open as possible. Colleagues are encouraged to reflect on their experiences and other people's understandings to create a learning culture at the university.

Working towards fair representation & fair outcomes for our staff & student communities.

Equality, equity, diversity and inclusion underpins all our work and is at the heart of what we are and what we do. Through consistent enactment of effective policies related to our student and employee lifecycle, the University is positioned to achieve fair recruitment of colleagues (including apprentices), students and contractors that reflects Portsmouth and the region's diversity. Inclusive curriculums, learning and development opportunities seek to enable apprentices, students and colleagues to thrive and achieve fair recognition through awards, assessments and promotions.   By using equality analyses, charters & schemes to build on good practice - and effect change where required.

Developing a robust understanding of our EDI data to effect sound evidence-based decision making.

The University will develop its approach to meeting the commitments outlined in this policy statement by listening and understanding the broad range of lived experiences of colleague and student EDI communities (e.g. equalities networks, student societies, staff and student culture surveys). Decision is taken on sound data and equality analyses. Frequent monitoring and reporting on EDI plans, charters and schemes will enable the University to build on good practice and advance EDI.

3.   Expectations and Responsibilities

At the University of Portsmouth, we are committed to building a culture where individuals feel comfortable to have open and honest dialogue. We have a "no tolerance" approach which means that we expect all individuals to treat each other with respect, empathy and compassion. It also means that:

- We do not tolerate discrimination, harassment, bullying, sexual misconduct, hate crimes or other anti-social behaviour this includes some or all of the following:

    o Ableism;
    o Ageism;
    o Bullying and harassment;
    o Classism;
    o Discrimination based on gender reassignment;
    o Discrimination based on religion or belief;
    o Homophobia, biphobia or discrimination based on sexual orientation;
    o Misogyny;
    o Racism, colourism or xenophobia;
    o Sexism.

- We will take necessary actions to prevent and address this.

- We will take action that is proportionate any incidents that occur; this may range from disciplinary action (including exclusion or dismissal) to restorative actions such as learning and development interventions where the intention is to help individuals to change their behaviours in order to fulfil their potential and make a positive contribution to the university and to society.

- We are committed to preventing sexual misconduct of any kind, including from a third party, and expect all individuals to treat each other with respect, empathy and compassion.

- We are committed to building a culture where individuals feel comfortable to report

any incidents they encounter or witness, for follow-up and/or investigation.

To achieve this the University sets out the following basic expectations and responsibilities:

You can expect:

- To be treated with dignity and respect;
- To have a voice, be listened to and your views considered;
- Not to be bullied, harassed, abused, intimidated or victimised;
- To work within an environment where your access needs are met, subject to reasonable adjustments being able to be made; and,
- To be equipped to do your work with relevant support, guidance and training.

Your responsibilities are:

- To treat members of the University with dignity and respect, meeting the standards laid down in the University Dignity and Respect Policy;
- To be open to learning and developing EDI literacy- to reflect on your experiences, other people's understandings to work collaboratively;
- Not to bully, harass, abuse or intimidate or victimise others;
- To ensure you have clear understanding of related University policies related to employee and student lifecycle;
- To be accountable for your behaviours;
- To make decision based on sound EDI data and equality analysis; and,
- To positively support measures introduced to advance equality, diversity, inclusion and eliminate discrimination within the University and Portsmouth community.

The University requires all members of our community to commit to these responsibilities, proactively always supporting and upholding them. In addition, the University will comply with all relevant legislation and strive to go beyond the legal requirement through supporting, whenever possible, best practice in areas of equality, diversity and inclusion.

We will also provide support, guidance and training to the University community to facilitate the delivery of these commitments.

The Vice-Chancellor, supported by the University Executive Board (UEB) and the Equality Steering Group, is responsible for ensuring this policy is implemented and monitored. Ultimately, the Board of Governors is accountable for ensuring the University complies with its legal obligations under the Equality Act, including the general duty to have due regard to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity;
- Foster good relations.

The University's EDI Team, in consultation with the EDI Steering Group and the EDI Consultative Group, is responsible for developing policy and best practice in order to

support meeting the legal requirements. We commit to sharing the EDI Framework objectives with all new students and colleagues when they arrive at Portsmouth, and to refresh this as required, to underpin our desire to give students and staff the best possible experience whilst working and studying here.

4.   University Related Policies

There are a number of policies/guidance notes that support this policy directly:
- UoP Strategy 2015-2020 (including linked supporting strategies): http://www.port.ac.uk/departments/services/planning/strategy/
- Equality Objectives: http://policies.docstore.port.ac.uk/policy-152.pdf
- Religion and Belief Policy: http://policies.docstore.port.ac.uk/policy-036.pdf
- Gender Reassignment and Trans Policy: http://policies.docstore.port.ac.uk/policy-037.pdf
- Dignity and Respect Policy Framework: http://policies.docstore.port.ac.uk/policy-007.pdf
- Anti-bullying and Harassment Procedure (for staff)

5.   Equality analysis/review and monitoring of this policy

The University's Equality Analysis Impact (EIA) procedure was used in the development of this policy and is available on request. The policy will be reviewed through the EDI Governance Framework and will be adjusted in responses to university trends and changes in legislation, to ensure that both the University and individuals are meeting their obligations under this policy statement.