

Equality and Diversity Policy Statement

February 2017

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Equality and Diversity Policy Statement February 2017			
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The latest version of this document is always to be found at:

<http://policies.docstore.port.ac.uk/policy-027.pdf>

Summary

What is this document about?

This policy lays out the University of Portsmouth's commitment to creating a working, learning, cultural and social environment that is based on dignity and respect, where difference is valued and celebrated, enriching our community. The aim to ensure all staff and students are supported in being able to reach their full potential, to contribute fully, and derive maximum benefit and enjoyment from their involvement in the life of the University. It highlights the requirements of both the organisation, staff and students in delivering to the commitment.

Who is this for?

This Policy is for all students, staff and other individuals 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 it's obligations in relation to the Equality Act 2010.

How does the University check this is followed?

Information contained in the policy forms part of Equality and Diversity training which is undertaken by all staff. Any issues that are linked to this policy statement are reported to UEB, Equality & Diversity Committee and HR Committee. From the knowledge shown by staff and the questions asked, the University believes the Policy is being followed. (Policy para 5)

Who can you contact if you have any queries about this document?

All enquirers may contact the Equality and Diversity Manager on 023 9284 5774 or equality@port.ac.uk.

Equality and Diversity Policy Statement

1. Introduction

The University of Portsmouth (UoP) is a diverse, multicultural and international community. As a member of that community all staff, students, contractors or visitors can expect to be treated with dignity and respect. As an organisation we are committed to working in an inclusive way with all the communities in which we are geographically located as well as being a beacon of good practice within the city of Portsmouth, developing a workforce and student community that reflects Portsmouth and the region's diversity.

Equality, diversity and inclusion underpins all our work and is at the heart of what we are and what we do. Our commitment is not restricted to the minimum legal requirements of equalities legislation, as we aim to deliver best practice whenever possible. This is reflected in the University of Portsmouth Strategy 2015-2020, which states "we respect and celebrate diversity and equal opportunity through an inclusive culture". "We inspire and support staff and students to achieve their potential and meet the challenges of society". And "We listen and respond to the needs of our students and staff".

2. Commitment

UoP is committed to creating a working, learning, cultural and social environment that is based on dignity and respect, where difference is valued and celebrated, enriching our community. We aim to ensure all staff and students are supported in being able to reach their full potential, to contribute fully, and derive maximum benefit and enjoyment from their involvement in the life of the University.

To achieve this the University lays out the following basic commitments:

You can expect:

- To be treated with dignity and respect;
- Not to be bullied, harassed, abused, intimidated or victimised;
- To be provided 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;
- Not to bully, harass, abuse or intimidate or victimise others;
- To ensure you have clear understanding of related University policy (para 4);
- To positively support measures introduced to advance equality, diversity, inclusion and eliminate discrimination.

The University requires all members of our community to commit to these responsibilities, proactively supporting and upholding them at all times. 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.

3. Responsibility

The Vice-Chancellor, supported by UEB, 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 Equality and Diversity Team, in consultation with relevant University committees, is responsible for developing policy and best practice in order to support meeting the legal requirements.

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: <http://policies.docstore.port.ac.uk/policy-007.pdf>

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 University's internal monitoring process is an important way of determining whether measures taken by the University to combat harassment, discrimination and ensure inclusion are effective, and plays an important part in ensuring equality and diversity are properly promoted and protected within the University. Therefore this policy will be reviewed on a regular basis by the Equality and Diversity Committee and Human Resource Committee to ensure it is being adhered to, is effective and that both the University and individuals are meeting their obligations under this policy statement.

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