

Equality, Diversity and Human Rights Policy Statement

1. Statement

- 1.1. Driven by our commitment to social justice, York St John University promotes fairness and challenges prejudice. We inspire and support all members of our community to succeed.
- 1.2. The University is dedicated to providing an inclusive, accessible and welcoming environment that supports a diverse and culturally rich community. Our students and staff value equality, diversity and inclusion and we ensure that all our students are given the opportunity to reach their full potential.
- 1.3. The University is committed to develop, implement, review and monitor policies which promote equality, diversity and human rights and ensure an environment that is free from all forms of unfair treatment, discrimination and harassment for all those who study, work and engage with the institution.
- 1.4. At York St John no one should be discriminated against or harassed while working or studying within or visiting the institution on the grounds of, age, disability, gender, gender identity, presentation or expression, marital or civil partnership status, parental or caring responsibilities, pregnancy and maternity, race (colour, nationality, ethnic or national origins), religion or belief (including non-belief), sex, sexual orientation, socio-economic status, trade union activity, criminal background as well as other relevant characteristics or any combination of these characteristics.
- 1.5. In exercising its policies, practices, procedures and other functions, the University will have due regard to its duties under the Equality Act 2010¹, Human Rights Act 1998 and other legislation (appendix A).
- 1.6. In offering a wide range of opportunities for staff and students all policies and procedures are underpinned by the following values:
 - a learning and work environment which encourages and enables diverse views, values and perspectives to be expressed and that opposes and stands up to all forms of prejudice, discrimination and harassment
 - eradicating systemic and individual discriminatory policies and practices and advancing equality and human rights
 - maintaining and promoting an inclusive community, where values of kindness, honesty and integrity underpin all our activities and diversity is celebrated
 - individual needs are addressed in a sensitive, supportive and flexible manner
 - individuals are offered opportunities to develop within a culture of reflection and continuous enhancement
 - processes and procedures are based upon principles of equity, transparency and responsiveness
 - equality of access, esteem and opportunity permeates all aspects of University provision
 - [systems for reporting and addressing](#) systemic and individual discrimination, harassment, racism and sexual misconduct are transparent and robust
 - all members of the University community are able to challenge inequalities without fear of victimisation.

¹ The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

2. Role and Responsibilities

2.1. All members of the University community are responsible for acting in a manner consistent with this policy.

Board of Governors

- will keep under review the University's approach to equality, diversity and human rights
- promote equality, diversity and inclusion in the Board of Governors' own operation and composition
- will actively engage in personal and professional development in line with expectations for YSJ staff.

The Executive Board and Senior Leadership Team

- foster a culture that promotes inclusion and respect and that prevents discrimination, harassment and victimisation
- have in place arrangements for policies and procedures that promote equality, diversity and human rights, and avoid discrimination and harassment
- will promote personal and professional development opportunities to foster understanding of equality, diversity and inclusion and inclusive approaches
- listen to, and where possible, act on ideas that contribute to the realisation of the commitments set out in this policy
- are accountable and transparent to the University community about their actions to implement the policy.

Managers

- promote the values set out in this policy
- respond sensitively to concerns about discrimination and harassment in line with the University's policies and procedures
- ensure and monitor compliance in their areas.

All employees

- read and understand the Equality, Diversity and Human Rights policy
- undertake continuing personal and professional development, including mandatory EDI and Bias e-learning modules as part of their induction, and further training appropriate to their role
- take appropriate steps if they have concerns about discrimination and harassment.

Students

- read and understand the Equality, Diversity and Human Rights policy
- take [appropriate steps if they have concerns](#) about discrimination and harassment.

2.2. The University will always take appropriate action in response to failure to comply with this policy by applying the relevant procedures for students or staff.

2.3. Appropriate action will be taken where possible if any member of the public, visitor or service provider is involved in discrimination or harassment.

2.4. Serious breaches of the policy may constitute gross misconduct which may lead to exclusion, dismissal or termination of contract.

3. University as an Educator

3.1. The University's principal aim is to provide exciting and rigorous education which is accessible to the communities in which we live, work and recruit students from, and which enables all students to succeed.

3.2. Recognising the diversity of students, the University aims to:

- ensure an appropriate and supportive learning and social environment respecting the dignity of all members of the community
- take appropriate steps to meet the particular needs of individuals from protected groups where these are different from the needs of others, and work to eliminate any barriers to their success
- wherever appropriate, offer curriculum content which engages a range of rigorous critical perspectives
- actively work towards decolonising the curriculum
- use non-discriminatory language in module and programme descriptions and in all student communications
- provide learning materials and facilities which are non-discriminatory
- have in place procedures to make reasonable adjustments for disabled students
- communicate clearly expectations regarding behaviour of students and the treatment of fellow students and staff, including [details of how to raise concerns](#) and follow up action which is embodied within the University Disciplinary Code.

4. University as an Employer

4.1. The University aims to recruit, develop and retain a diverse community of staff and all policies and procedures will support this aim. Monitoring and review of our activities will inform the development of policies and procedures to ensure the fair and appropriate treatment of all staff.

4.2. Recognising the diversity of staff, the University aims to:

- ensure an appropriate and supportive working environment respecting the dignity of all members of the community
- take appropriate steps to meet the particular needs of individuals from protected groups where these are different from the needs of others
- encourage applications from the widest pool of potential candidates, especially where representation is disproportionately low
- ensure recruitment, development and other key HR processes are conducted using appropriate, fair and justifiable criteria
- support career development and progression with the aim of ensuring diverse representation and participation at all levels
- have in place procedures to make reasonable adjustments for disabled applicants and members of staff
- provide [a policy and procedure framework](#) to ensure that staff may raise any concerns relating to equality, discrimination and harassment and that these are dealt with in an appropriate manner.

5. University as a Purchaser of Goods and Services

5.1. The University has a responsibility to promote equality in all its procurement and contracting arrangements. Within the parameters of UK legislation, the University will

ensure that it encourages potential suppliers from diverse communities and purchases goods and services fairly.

5.2. It is essential that our suppliers are accountable to the University, aspire to our vision and work within Equality, Diversity and Human Rights Policy and other relevant policies and procedures. All suppliers have a responsibility to ensure that they, and any staff or sub-contractors engaged by them to provide services to the University, operate within the terms of this Policy. Any breach of these requirements will be dealt with in accordance with procedures laid out in the contractual Terms and Conditions.

6. Legal Requirements

6.1. The University recognises its obligations under the law. It is committed to providing equality of opportunity and upholding human rights by aiming to ensure that its practices and procedures follow legal requirements and good practice. The University will meet all its obligations under UK legislation.

6.2. When staff and students are engaged in University business and study overseas, policies and procedures of the host country will apply, in addition to University policies and procedures. The University will make students and staff aware of this before travelling.

7. Monitoring and Review

7.1. The University will monitor and review its performance on an annual basis in relation to its equality objectives and the effectiveness of this policy and associated procedures. An annual report will be provided for Executive Board and then onward to Governing Body for approval, assurance and oversight.

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Appendix A Relevant legislation, policies and procedures

Legislation

[Equality Act 2010](#)

[Human Rights Act 1998](#)

[Section 146 of the Trade Union and Labour Relations \(Consolidation\) Act 1992](#)

[Rehabilitation of Offenders Act 1974](#)

Policies and procedures

Further detail of the steps the University has committed to take and support for a diverse community can be found on the [equality and diversity webpages](#). Information about raising concerns can be found on the [dignity and respect page](#) and the [HROD intranet site](#).

Details of professional and personal development opportunities can be accessed through the [Learning and Organisational Development](#), [Academic Development](#) and [Research](#) CPD intranet sites.

An equality impact assessment (EIA) is a structured approach to address inequalities and build an inclusive environment, helping to close gaps between groups. [Guidance](#) can be found [on the intranet](#).

The University is committed to inclusive policies, and welcomes suggestions for improvements. Please contact the relevant department.

- [Acceptable Use of IT services](#)
- [Admissions Policy](#)
- [Freedom of Speech](#)
- [Managers' guide: supporting LGBT+ staff \(intranet\)](#)
- [Modern Slavery Statement](#)
- [Personal Relationships Policy](#)
- [Procurement Policy](#)
- [Research ethics and integrity](#)
- [Research Misconduct Policy and Procedures](#)
- [Safeguarding Policy](#)
- [Social Media Policy for Staff \(intranet\)](#)
- [Staff Code of Conduct \(intranet\)](#)
- [Staff Dignity at Work policy and procedures \(Intranet\)](#)
- [Staff Disciplinary Policy & Procedure \(intranet\)](#)
- [Staff Grievance Policy & Procedure \(intranet\)](#)
- [Staff Leave and Work Life Balance \(including maternity and flexible working\)](#)
- [Staff Supporting Disabled Staff](#)
- [Staff Workplace Violence Policy Statement \(intranet\)](#)
- [Student Charter](#)
- [Student Code of Practice for Assessment](#)
- [Student Complaints procedure](#)
- [Student Dignity and Respect Policy](#)
- [Trans Equality Policy Statement](#)
- [Whistleblowing policy](#)