

Version Number	V2.0
Publishing Availability	University Wide
Approval Date	7 April 2020
Approved By	Senate
Review Date	19 December 2024
Lead Responsibilities	Diversity and Inclusion Unit (People and Culture Directorate)
Lead Author	Diversity and Inclusion Unit (People and Culture Directorate)

Equality, Diversity and Inclusion Policy (2020)

1 Introduction

- 1.1 The University is an equal opportunities employer and is committed to promoting equality of opportunity, good relations and respect for diversity in the workplace and on campus generally.
- 1.2 This involves creating and sustaining an inclusive environment that values and celebrates the diversity of our staff and student body, in pursuance of the principle of equality of opportunity which is enshrined in our Charter of 1908.
- 1.3 The University seeks to be a place where all staff and students feel safe and welcome regardless of their identity or background, and to be a place where diverse perspectives are respected.

2 Policy Statement

- 2.1 The University is opposed to all forms of unlawful discrimination and will seek to ensure that all staff and students are treated fairly and with dignity and respect.
- 2.2 The University will provide equality of opportunity and treatment to all, regardless of a person's gender identity/expression (this includes Transgender and Non-Binary people); pregnancy or maternity status; marital or civil partnership status; whether or not they have dependants (including caring

- (i) Communicate it to students, staff (paid or voluntary), applicants for employment, anyone applying to study at the University, and where appropriate, any service providers, persons or organisations such as external examiners, consultants, subcontractors or agencies and visitors;
- (ii) Through the implementation and delivery of its institutional Equality Action Plan, provide staff with access to a wide range of training, information, advice and support, to help promote and raise awareness of equality/diversity issues, engaging with external organisations and other subject matter experts as appropriate;
- (iii) Provide on-line diversity training to students and seek to mainstream a wide range of curricula that reflects the diversity of the student body;
- (iv) Seek to ensure that staff involved in either recruitment and selection, progression and/or promotion exercises receive appropriate training, including, but not limited to, unconscious bias and relevant equality legislation, guidance and Codes of Practice;
- (v) Take appropriate lawful affirmative or positive action to address issues of underrepresentation for specific minority groups, for example, including welcome statements in job advertisements encourage

- 8.6 The University will consult with recognised Trade Unions, the Students' Union and the Equality Commission for Northern Ireland with respect to any proposed changes to this policy and have regard to our obligations under Section 75 of the Northern Ireland Act 1998.
- 8.7 The policy will be kept under review to reflect any future changes to the statutory framework in which we operate, including but not limited to, employment, equality and human rights legislation.
- 8.8 This policy has been equality screened for the purposes of complying with Section 75 of the Northern Ireland Act 1998 and a copy of the completed screening document is available online.

9 Complaints

- 9.1 Members of staff who believe they have suffered any form of discrimination, bullying, harassment or victimisation can raise the matter through the appropriate procedure.

9.2

non-monoromantic identities.

Biphobia

of the state nor the languages of migrants.

Section 75 of the Northern Ireland Act 1998

Section 75 of the Northern Ireland Act 1998 states that each public authority is required, in carrying out its functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between:-

- persons of different religious belief, political opinion, racial group, age, marital status and sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

Sex

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Transphobia

The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.