



Equality, Diversity and Inclusion Policy

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1. Introduction

- 1.1 The University of Wolverhampton is committed to promoting and maintaining an inclusive environment where everyone is treated with dignity, fairness and respect. We recognise that a diverse community enriches learning, teaching, research and working life and enables individuals to achieve their full potential.
- 1.2 The University seeks to foster a culture where differences are valued, barriers to participation are identified and addressed, and all members of our community feel welcomed, respected and able to contribute.
- 1.3 In applying this policy, the University will balance its legal obligations with its wider commitment to creating a culture of inclusion, belonging and equality of opportunity for staff, students and all those who engage with the University.

2. Purpose

- 2.1 This policy provides the framework through which the University promotes equality, diversity and inclusion across all aspects of its activities.
- 2.2 It sets out the responsibilities of the University, managers, employees and students in supporting an inclusive environment and explains how the University will meet its obligations under the Equality Act 2010 and the Public Sector Equality Duty.
- 2.3 The policy is intended to:
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity.
 - Foster good relations between people from different backgrounds and experiences.
 - Create an environment in which all individuals are able to participate, contribute and succeed.
 - Support fair, transparent and evidence-based decision making.

3. Aims and Principles

This policy aims to:

- Promote a culture in which diversity is valued and everyone feels a sense of belonging.
- Ensure equality, diversity and inclusion are considered in decision making across the University.
- Support compliance with relevant equality legislation and regulatory requirements.
- Identify and address barriers that may prevent individuals from accessing opportunities or achieving their potential.
- Support fair and inclusive recruitment, employment, education and service delivery practices.

- Enable the University to monitor progress and continually improve EDI outcomes.

In seeking to achieve these aims, the University is committed to the following principles:

- Individuals will be treated with dignity, fairness and respect.
- Equality, diversity and inclusion will be promoted in all areas of University activity.
- Decisions will be based on evidence, consistency and transparency.
- Different people may require different forms of support to achieve equitable outcomes.
- Discrimination, harassment, bullying and victimisation will not be tolerated.
- Concerns raised in good faith will be treated seriously and addressed appropriately.
- Equality impacts will be considered when developing policies, services and significant decisions.
- The University will seek to create an environment where freedom of speech and academic freedom can flourish within the law.

The implementation of this policy is in accordance with the University's core values which are:

- **Accountable:** we take pride in what we do and how we do it, take responsibility for our actions and operate with transparency and integrity.
- **Resilient:** we have a positive outlook; we are adaptable and recover from setbacks.
- **Inclusive:** we are welcoming, respectful, collegiate and supportive.
- **Ambitious:** we are imaginative, confident, innovative and deliver excellence.

4. Scope

4.1 This policy applies to all staff, students, workers, contractors, and partners across all University functions, including employment, education and service delivery.

5. Equality, Diversity and Inclusion Framework

The University is committed to fulfilling its statutory responsibilities while taking proactive steps to create a more inclusive environment for staff and students.

To support this commitment, the University will:

- Apply the provisions of the Equality Act 2010 across all protected characteristics where relevant.
- Give due regard to the Public Sector Equality Duty in the exercise of its functions.
- Undertake Equality Impact Assessments where appropriate.
- Monitor equality data and outcomes to identify and address inequalities.
- Provide learning and development opportunities that support awareness and understanding of equality, diversity and inclusion.
- Take appropriate action in response to reports of discrimination, harassment, bullying or victimisation.

- Maintain measurable equality objectives and monitor progress against them.
- The University will take reasonably practicable steps to secure freedom of speech and academic freedom within the law.
- Governance arrangements will ensure appropriate oversight of equality, diversity and inclusion through monitoring, reporting and accountability mechanisms across the institution.

6. Roles and Responsibilities

6.1 Managers are responsible for:

- Promoting an inclusive culture within their areas of responsibility.
- Ensuring decisions are fair, consistent and compliant with this policy.
- Considering equality impacts when developing proposals or making significant decisions.
- Taking appropriate action to address concerns relating to discrimination, harassment or victimisation.
- Supporting employees to access appropriate advice, guidance and adjustments where required.

6.2 Employees and Students are expected to:

- Treat others with dignity, fairness and respect.
- Act in accordance with this policy.
- Contribute to creating a welcoming and inclusive environment.
- Challenge inappropriate behaviour where appropriate.
- Raise concerns through the appropriate University procedures.

6.3 Human Resources and relevant Professional Service Teams are responsible for:

- Providing advice, guidance and support relating to equality, diversity and inclusion matters.
- Supporting the development and review of related policies and procedures.
- Monitoring relevant data and reporting on equality outcomes.
- Supporting managers in the practical implementation of this policy.

6.4 The University is responsible for:

- Providing appropriate training, guidance and resources.
- Establishing governance arrangements to monitor progress and compliance.
- Promoting equality, diversity and inclusion across all areas of activity.
- Taking proportionate action where concerns or risks are identified.

7. Policy

7.1 Embedding Equality, Diversity and Inclusion

- 7.1.1. The University is committed to embedding equality, diversity and inclusion throughout its activities, including recruitment and employment practices, learning and teaching, student support, research, governance and service delivery.
- 7.1.2. All members of the University community are expected to contribute to an environment where individuals are treated fairly and respectfully.

7.2 Equality Considerations in Decision Making

- 7.2.1. The University will seek to ensure that equality considerations are integrated into significant decisions, policies, strategies and projects.
- 7.2.2. Where appropriate, Equality Impact Assessments will be undertaken to support informed and evidence-based decision making.

7.3 Monitoring and Review

- 7.3.1. The University will monitor equality data and other relevant information to understand experiences and outcomes across different groups and to identify opportunities for improvement.
- 7.3.2. Monitoring may include:
 - Workforce and student data.
 - Equality reporting.
 - Equality Impact Assessments.
 - Complaints and investigation outcomes.
 - Staff and student feedback.

7.4 Reporting Concerns

- 7.4.1. Concerns relating to discrimination, harassment, bullying or victimisation will be treated seriously and addressed through the appropriate University procedures.
- 7.4.2. Individuals who raise concerns in good faith will be supported and protected from victimisation.

7.5 Continuous Improvement

- 7.5.1. The University is committed to the ongoing review and development of its equality, diversity and inclusion arrangements to ensure they remain effective, proportionate and aligned with legal and sector requirements.

8. Data Protection Requirements

When personal data is expected to be used under this policy, staff must adhere to applicable data protection laws. These are outlined in the University's Data Protection Policy and related policies (<https://www.wlv.ac.uk/about-us/corporate-information/wlv-policies/>). Any use of personal data should be detailed in the relevant privacy notice and processed in accordance with all data protection principles.

For processing activities that may carry high risk; completion of a Data Protection Impact Assessment (DPIA) may be required. This is determined by answering a series of screening questions included in the DPIA template. The Data Protection Team is available to provide assistance and guidance with any part of this process, please contact them via email: dataprotection@wlv.ac.uk.

Please note that whilst the Data Protection Act does not cover aggregate data, it must be ensured that small numbers held within aggregate data sets do not inadvertently identify individuals.

9. Exceptions

There are no exceptions to this policy.

10. Training

Training relating to this policy and briefing will be made available in a range of formats according to the needs of the trainee and different groups of employees and managers.

11. Amendments

This Policy was approved by the University's Executive Board on XXX 20XX. The University may change this Policy at any time, and where appropriate. Where a policy is not due for review, but is found to require updating, it will remain published, unless the reasons for review render it obsolete.

12. Information and Resources

Equality Act 2010 Technical Guidance on Further and Higher Education
(<https://www.equalityhumanrights.com/sites/default/files/equalityact2010-technicalguidance-feandhe-2015.pdf>)

13. Contact

13.1. For guidance, support and queries regarding this policy please contact Equality, Diversity, Equality, Diversity and Inclusion Team, University of Wolverhampton, Civic Centre 2nd Floor, WV1 1AH.

13.2. For general queries, please contact the Corporate Compliance Team via email: compliance@wlv.ac.uk.

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