



Equality, Diversity and Inclusion Policy

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POLICY

1. Introduction

- 1.1 The University of Wolverhampton is dedicated to fostering a community built on the principles of equity, diversity, and mutual respect. This policy outlines our proactive approach to creating an environment where every student, staff member, and visitor feels valued and supported to reach their full potential.
- 1.2 By establishing clear frameworks for accountability and decision-making, this policy ensures that the University not only meets its statutory obligations but actively champions a culture of inclusivity across all campuses and operations.
- 1.3 This policy has been approved by the University's Executive Board and the People and Culture Committee.

2. Purpose

- 2.1 The University of Wolverhampton is committed to providing an inclusive environment where all individuals are treated with dignity, fairness and respect.
- 2.2 This policy sets out how the University will meet its legal obligations under the Equality Act 2010 and the Public Sector Equality Duty (PSED), by:
 - Eliminating unlawful discrimination, harassment and victimisation
 - Advancing equality of opportunity
 - Fostering good relations between diverse groups
- 2.3 The University will ensure that equality considerations are actively and demonstrably integrated into decision-making, with appropriate records maintained to evidence compliance.

3. Principles

- 3.1 The University will:
 - Treat individuals with dignity, fairness and respect
 - Promote inclusion and value diversity
 - Recognise that equal treatment may not achieve equal outcomes
 - Take proportionate and lawful steps to remove disadvantages
 - Ensure decisions are evidence-based, consistent and transparent
- 3.2 The implementation of this policy is in accordance with the University's core values which are to be:
 - **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, partners and visitors across all University functions, including employment, education and service delivery.

5. Definitions: Legal Compliance and Risk Management

5.1 Legal Compliance and Risk Management refers to the University's responsibility to fulfil its statutory obligations relating to equality, diversity and inclusion, while proactively identifying, mitigating and responding to risks associated with discrimination, harassment, victimisation and unequal outcomes.

5.2 In fulfilling this responsibility, the University will:

Apply the provisions of the Equality Act 2010 across all protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation)

Give due regard to the Public Sector Equality Duty (PSED) in the exercise of all University functions by;

- Undertaking Equality Impact Assessments (EIAs) where appropriate to inform decision-making and policy development;
- Requiring mandatory EDI and unconscious bias training for all staff;
- Monitoring equality outcomes and institutional data to identify, understand and address inequalities;
- Taking prompt, appropriate and proportionate action in response to incidents of discrimination, harassment or victimisation.

5.3 The University will uphold freedom of speech and academic freedom within the law, while balancing these rights with the rights of others to dignity, equality, inclusion and safety.

5.4 The University will maintain an Equality, Diversity and Inclusion (EDI) Strategy that sets out measurable objectives, priorities and actions aligned with institutional aims and values.

5.5 Governance arrangements will support effective oversight and accountability through:

- Monitoring of EDI performance by designated committees and senior leaders;
- Regular reporting on equality data, identified risks and progress against objectives;
- Clear accountability for delivery of EDI objectives across all levels of the institution; and
- Integration of EDI considerations into strategic planning, policy development and operational decision-making. This section outlines key terms and abbreviations used throughout the policy to ensure clarity and consistency.

6. Roles and Responsibilities

6.1 **Managers are responsible for:**

- Implement this policy and lead by example
- Ensure fair, consistent and lawful decision-making
- Complete and apply EIAs where required
- Monitor outcomes and address identified risks

6.2 **Employees and Students are responsible for:**

- Act in accordance with this policy
- Treat others with respect and not engage in unlawful behaviour
- Report concerns appropriately

6.3 Human Resources are responsible for:

- Reviewing the policy and providing updates following any legislative changes.
- Providing support, advice and guidance to managers and employees.

6.4 The University will:

- Provide training and guidance
- Monitor data and compliance
- Take proportionate corrective action where required

7 Policy

7.1 The University is committed to embedding equality, diversity and inclusion (EDI) across all aspects of its activities, including recruitment and employment practices, staff progression and development, curriculum design and delivery, the student experience, research, governance and service provision. All staff, students and representatives acting on behalf of the University are expected to uphold the principles set out within this Policy.

7.2 **Implementation and Monitoring:** The University will embed equality, diversity and inclusion (EDI) across recruitment, progression, curriculum, student experience and service delivery.

7.3 Compliance with this Policy will be monitored through:

- Workforce and student data analysis;
- Equality reporting, including pay gap reporting;
- Equality Impact Assessments (EIAs) and decision-making records;
- Complaints, investigations and outcomes;
- Staff and student feedback and engagement.

7.4 All significant decisions must demonstrate consideration of equality impacts and, where relevant, mitigation of adverse effects.

7.5 **Reporting and Resolution:** Concerns relating to discrimination, harassment, bullying or victimisation will be taken seriously, investigated promptly and addressed in line with university procedures. Individuals raising concerns will be protected from victimisation or retaliation.

7.6 **Review and Continuous Improvement:** This Policy and associated practices will be reviewed regularly to ensure legal compliance, effectiveness and alignment with sector best practice. Monitoring outcomes and feedback will inform ongoing improvements to EDI practice across the University.

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. 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.

11. 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>)

12. Contact

12.1 For guidance, support and queries regarding this policy please contact Sukhvinder Singh, Associate Director Equality, Diversity, Equality, Diversity and Inclusion Team, University of Wolverhampton, Civic Centre 2nd Floor, WV1 1AH. Mobile: 07772 896925; Email: sukhvinder.singh@wlv.ac.uk

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

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