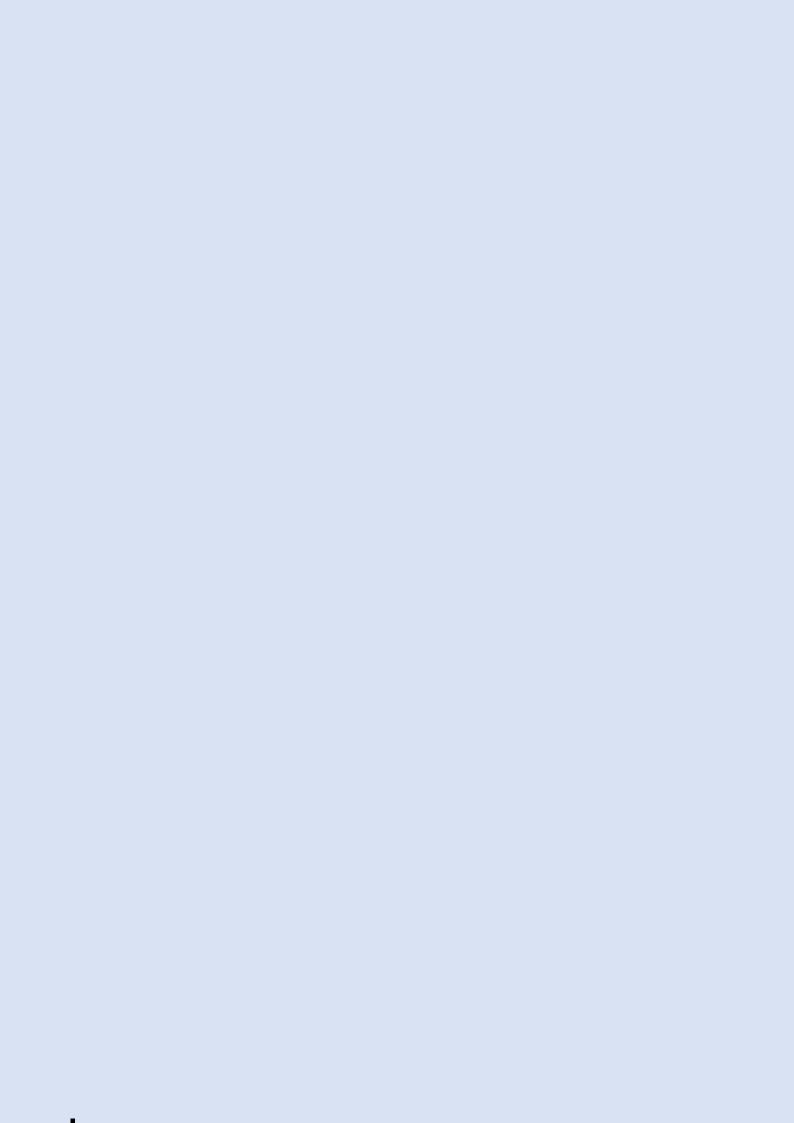
policy and for dealing with any issues of discrimination, related to staff, in the first instance.

- 2.4 The Senior Management Team has responsibility for reviewing the annual report produced by the Equality and Diversity Committee and ensuring that progress against the Equality Action Plan is being achieved.
- 2.5 The Board of Governors has responsibility to endorse this policy and to ensure that progress is being achieved.

2.6

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.3 We have a duty to not unlawfully discriminate against or harass other people including current and former employees, students, job and student applicants, clients, customers, suppliers and visitors. The following forms of discrimination are prohibited under this policy and are unlawful:
 - a) Direct discrimination: treating someone less favourably than others (in the same or similar circumstances) because of a Protected Characteristic.
 - b) Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified.
 - c) Harassment: unwarranted, unwelcome or uninvited behaviour related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.



ANNEX 1 POLICIES, STRATEGIES AND DOCUMENTS

Documents relating to Staff

Academic promotion and Career development Procedure

Annual Equality report

Disciplinary Policy & Investigations procedure

Equality Impact Assessment

Fixed Term / Temporary contracts

Flexible working & Hybrid working policies

Gender Pay Gap report

Grievance procedure

Harassment & Dignity at work policy

HERA Pay, Grading & Promotion process and Pay scales

Learning & Development Application Process

Leave in Special Circumstances Policy

Menopause and Hormone Change Policy

'Never Ok' Harassment and Bullying online reporting tool

Organisational Change Policy

Parental leave policies

People Strategy

Performance Development Review

Policy on support and procedures for transgender, gender diverse and non-binary

staff and students

Recruitment Policy

Staff Development Policy

Documents relating to Students

Access and Participation Plan 'Never Ok' Harassment and Bullying online reporting tool Student Regulations Framework/ Handbook Support to Study Procedure

These lists are not exhaustive.