

POLICY

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.

