

## **Equality, Diversity and Inclusion Strategy 2018 – 2021**

### **1 Our Values**

Leeds Trinity University values equality, diversity and inclusion and seeks to promote an environment in which everyone feels part of our community regardless of:

- Race, ethnicity or nationality;
- Gender, gender identity or reassignment;
- Sexual orientation;
- Disability;
- Religion or belief;
- Pregnancy or maternity status;
- Marriage or civil partnership status;
- Socioeconomic background.

Underpinned by the values of our Catholic faith foundation, our principles of dignity, respect, social justice and equality are lived out and in all that we do; being a compassionate, respectful and inclusive community that embraces diversity; acting with integrity and transparency and encouraging dialogue and collaboration.

We believe that by working together with a philosophy of openness and respectfulness we can ensure that the lived experiences of all members of Leeds Trinity's Community are truly reflective of our values and mission.

### **2 Our Equality, Diversity and Inclusion Vision**

We wish to create an enriched environment based on dignity and respect, in which diversity of culture, heritage and background is positively embraced at all levels and which helps us all to thrive and to realise our full potential.

### **3 Our Public Duty**

The Equality Act 2010 requires public institutions to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

In addition to our Public Duty under the Equality Act 2010, the University has a duty under the Human Rights Act 1998 (HRA) not to act incompatibly with rights under the European Convention for the Protection of Human Rights and Fundamental Freedoms (the Convention) and to promote freedom of speech.

Leeds Trinity University is fully aware of our duty to advance equality of opportunity and diversity in all aspects of our community life and work. We therefore commit to the advancement of equality of opportunity and diversity throughout the institution.

Our Equality, Diversity and Inclusion Strategy applies to all individuals who study with, work for or visit us and to those who are more broadly associated with Leeds Trinity University. It includes staff, students, governors, alumni, visitors, contractors, suppliers and partners - including apprenticeship employer partners regardless of race, ethnicity or nationality, age gender, gender identity or reassignment, sexual orientation, disability, religion or belief, pregnancy or maternity status, marriage and civil partnership status or socioeconomic background.

The University ensures that our progress is monitored through its committee and governance structures and that any behaviours that do not accord with our expectations of all individuals, are dealt with appropriately under its Dignity at Work and Study Policy. In keeping with our duties we will continue to engage and confer with our community and to monitor and act upon equality data.

#### **4 Our Commitment to Equality & Diversity and Inclusion**

Our Equality & Diversity Strategy supports the University's commitment to ensuring our staff, students, visitors and all others with whom we have contact are treated fairly, equitably and with dignity and respect.

Furthermore, Our University community, as a collective and as individuals, share responsibility to ensure that equality of opportunity is advanced and diversity is valued within their spheres of influence. We are committed to providing an environment free from discrimination, bullying, harassment, victimisation or exclusion, in which all members of our community are respected and valued.

#### **5 Our Themes - The key strategic objectives for enhancing equality, diversity and inclusion 2017-2021**

To ensure that we meet our equality, diversity and inclusion objectives of providing an enabling culture in which all students and staff feel that they can thrive and achieve their full potential, we have six themes for action during the timespan of this strategy 2018-2021.

##### **(i) Leadership**

Our expectation is that our governors, leaders and managers will provide decisive, proactive leadership and demonstrate strong commitment to all matters relating to equality, diversity and inclusion. The commitment of our leaders to this agenda will be visible and evident in the strategies and underpinning action plans of all areas of the University. Our leaders and managers will be supported to promote good practice and fair treatment in order to nurture a culture of inclusion and respect across their spheres of influence.

***The strategic aim of this theme is to exemplify the advancement of equality, diversity and inclusion through leadership and leadership development thereby enabling our leaders to enhance and develop our commitment and approach to equality, diversity and inclusion.***

##### **(ii) Learning, Teaching and Student Experience**

We will continue to build and foster a culture based on the values of respect and dignity that supports our students in their life at university and delivers our vision to develop well-rounded and experienced graduates. Through a robust, fair and transparent admissions policy we will continue to seek to attract talented students from under-represented groups. Our teaching and learning strategy will embed policies and processes that seek to ensure no group with protected characteristics or non-traditional entrance qualifications is disadvantaged at any stage from admission through to graduation. We will seek to ensure that equality and diversity is embedded within our programmes at all stages of curriculum design.

***The strategic aim of this theme is to deliver a comprehensive student experience with equality at the heart of our education provision.***

##### **(iii) Staff experience**

To ensure that all staff and those contracted to work on behalf of the University understand their responsibilities in relation to equality and diversity, we shall continue to provide appropriate and regular staff development and to update and publicise all relevant University policies. Through appropriate development

our leaders and managers will be supported to develop as role models and advocates for equality, diversity and inclusion. All staff will be provided with training opportunities to maximise their understanding of matters relating to equality, diversity and inclusion in the development of their careers. Equality, diversity and inclusion will be central to all staff related practices, including recruitment, promotion, career development, retention, reward/pay, procurement and all human resources policies and processes.

***The strategic aim of this theme is to embed an exemplary culture of equality, diversity and inclusion that actively attracts and engages talented people from many different backgrounds and enables all our staff to appreciate and benefit from such differences.***

#### **(iv) Responsibilities and Behaviours**

We wish to ensure that the importance and value of diversity and inclusion are understood and promoted by all – governors, staff, students and partners. We aim to create an environment in which behaviours that do not promote equality of opportunity are actively countered and to ensure that everyone understands the importance of acceptance and tolerance within a diverse community through education, awareness and appropriate challenge. Induction of students will stress the importance of the acceptance and inclusion of both fellow students and staff, irrespective of background. Staff and student regulations will be clear on the consequences of failing to follow such principles. Governors and staff will be expected to undertake regular and refreshed training in Equality and Diversity.

***Our strategic aim is to promote the importance of acceptance and tolerance towards others, between students, amongst staff and between staff and students in their interactions with each other. The University seeks to build an environment where no one feels excluded, or unfairly treated because of their background.***

#### **(v) Environment**

We will build an inclusive and accessible environment in which all staff, students and visitors feel safe and welcome. The University shall ensure that those with disabilities are appropriately supported to achieve and maintain their independence (including in residences), and that reasonable adjustments are made for those with other protected characteristics to enable them to live, work, visit and study at the University. We will ensure that the virtual environments fundamental to staff and student achievement embed inclusive use and accessibility for all.

***Our strategic aim is to promote an inclusive and safe environment for all at the University, including physical accessibility, dignity at work and study, and a user-friendly learning and teaching environment.***

#### **(vi) Governance**

Through monitoring and analysis of information we will provide evidence that the University meets its legal and moral obligations in terms of preventing unlawful discrimination, and advancing equality of opportunity. We will continue to ensure that the University responds quickly to any adverse trends or issues that are identified in a timely and positive manner, and ensure that all relevant committees of the University are engaged in and implement the Equality, Diversity and Inclusion Strategy and reflect the ethos in practice. Best practice will be identified and shared for the benefit of all.

***Our strategic aim is to create a fully inclusive organisational culture that is proactive in initiating change and driving forward best practice in equality and diversity matters.***

### **6. Delivery**

We will develop an implementation plan that includes milestones, targets and timelines. We will self-assess and evaluate our effectiveness and progress in advancing equality and diversity in all the above strategic areas. We will influence staff development activities and the student learning experience to ensure that best practice is disseminated and that poor practice is remediated. We shall review the Equality and Diversity

Strategy prior to its expiry, taking into account strategic priorities, progress to date and where attention need to be focussed.

***The strategic aim of this theme is to establish an enabling culture in which we are confident and able to assess ourselves, reflect on progress and outcomes, and initiate change for the better.***

## **7. Ownership, responsibility and monitoring**

All members of the University community are expected to own and act upon the principles of this Equality, Diversity and Inclusion Strategy. This includes staff, students, Governors, alumni, visitors, contractors and anyone associated with Leeds Trinity University.

The Executive and Board have overall responsibility for legal compliance and for championing the Equality, Diversity and Inclusion Strategy across their areas of influence. The Equality, Diversity and Inclusion Committee has overall responsibility for the ongoing development and monitoring of the Equality, Diversity and Inclusion Strategy and associated Action Plan.

Our progress towards meeting the targets set out in our Action Plan will be monitored and reported on annually to the Equality, Diversity and Inclusion Committee and to the Board of Governors.

Policy Owner: University Secretary

Review Date: Every Three Years

Reviewed: November 2018