



## *‘One University’*

# *A Strategy for Diversity and Inclusion at the University of London*

*(2016-2019)*

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## **1. Introduction from the Vice-Chancellor**

*At the University of London we are very proud of the fact that we were the first institution to admit women to degree courses, and our commitment to diversity and inclusion remains a key institutional value enshrined in our Statutes. However, we recognise that we can always do better in these areas. This Strategy is a positive statement and practical tool to ensure that the university promotes inclusive practices in education and remains an employer of choice for all.*

*I welcome this Strategy and I believe that through effective leadership and collective endeavour we can sustain and enhance a culture in which all are valued and equality flourishes.*

**Professor Sir Adrian Smith – Vice Chancellor**

## **2. The University of London**

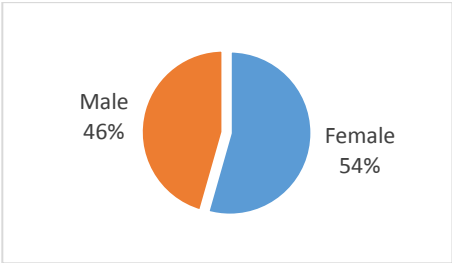
The University of London is made up of seventeen independent autonomous institutions and ten central academic institutes. Among these institutions are some of the best universities in the world. The institutions are each responsible for employing their staff and admitting their students. Each of them define their own approach to diversity and inclusion in consultation with their own staff and students.

This Diversity and Inclusion Strategy relates specifically to the functions of the central University of London which comprises around 800 staff. This includes the School of Advanced Study that has just over 300 postgraduate and research students. The University of London also has a further 54,000 students registered on programmes of the International Academy; the large majority of these students do not study in the UK.

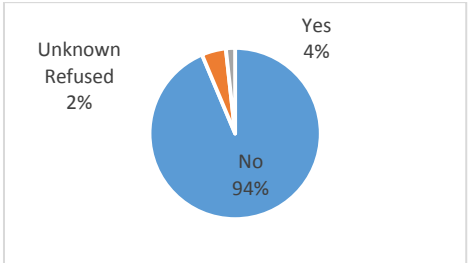
The Institute in Paris (ULIP) is covered by separate equalities legislation as it is located in France. Nevertheless, the benefits of a commitment to diversity and inclusion apply equally to this institute.

# Our diverse workforce 2015

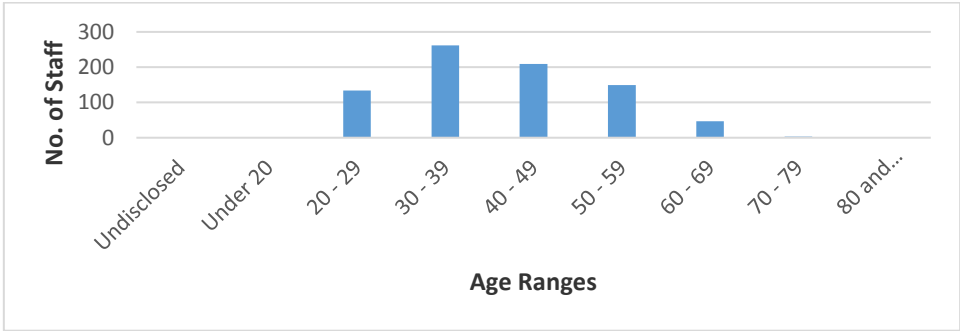
**Gender**



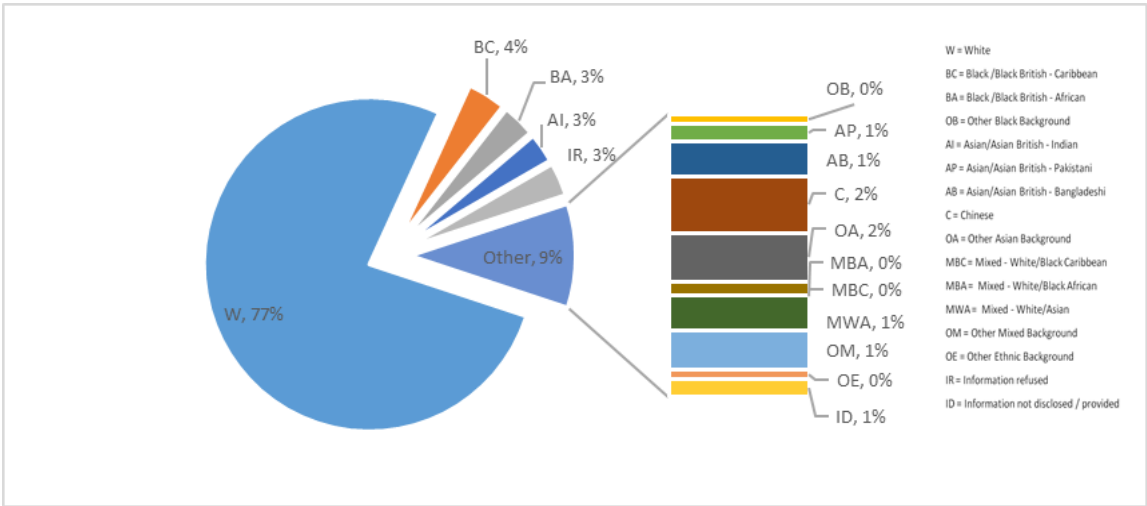
**Disability**



**Age**

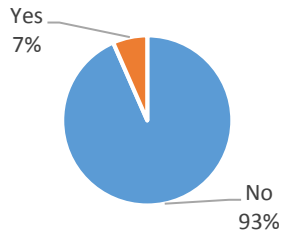


**Ethnicity**

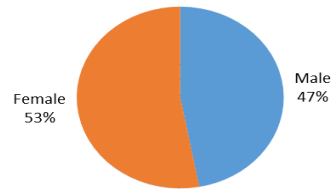


## Our diverse students

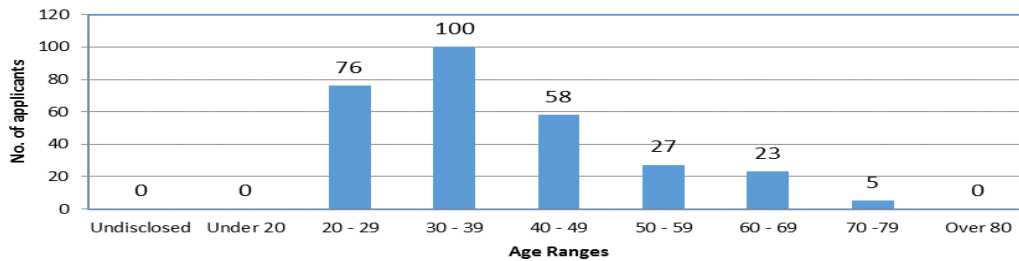
**Disability**



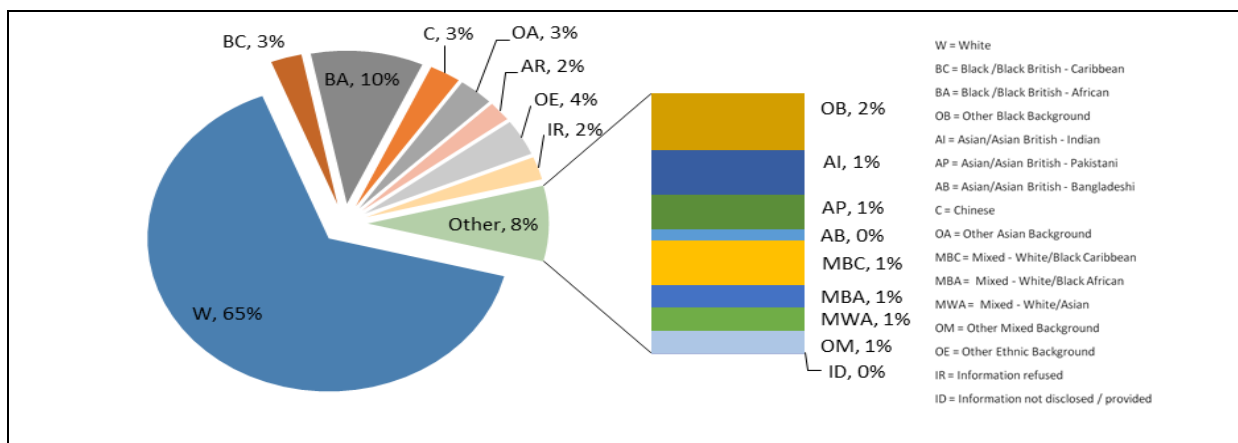
**Gender**



**Age**



**Ethnicity**



### The University of London International Academy

In addition to our domestic students, we also have a 54,000 community of International Programmes Students across 180 countries, and this number continues to grow year-on-year ensuring our position as a world leader in distance and flexible learning. These students contribute to the incredible diversity of our student body, with all the benefits that that brings to make us a vibrant and dynamic organisation.

The principles around diversity and inclusion set out in the Strategy will be applicable to all our students.

### 3. The purpose of this Strategy

This strategy sets out how the University will go beyond the requirements of the Equality Act (2010)<sup>1</sup> in respect of equality, diversity and inclusion. It highlights key areas of focus and activities for the period 2016- 19. The audience for this Strategy is all University stakeholders as the embedding of this commitment will benefit students, Alumni, staff, visitors and Trustees. Its objectives are tailored to address the needs, expectations and aspirations of these different groups

### 4. Our commitment to Diversity and Inclusion

The University was founded upon the principles of equality and established to provide education on the basis of merit. Since then we have amended our Statutes to include the following statement:

*The University of London Statutes (2015)*  
*The University shall not discriminate against any person on the grounds of race, nationality, ethnic origin, gender, sexual orientation, marital status, disability, age, religion, social background or political belief. (21.1)*

In this context, we welcome our duties under the Equality Act 2010 as part of our proud tradition of commitment to ensuring equality of opportunity for all, including our current, past and potential staff, students, external business partners and academic stakeholders, and the general public in London and beyond.

### 5. Our key 'One University' diversity and inclusion objectives

*We will:*

1. Demonstrate leadership on diversity, promoting the benefits of inclusive practices
2. Advance equality of opportunity at all levels, including within senior management
3. Be an employer of choice for all, with high levels of staff satisfaction and performance
4. Provide a working environment that empowers all of our employees to thrive and achieve their full potential
5. Recruit and support students from the broadest pool with accessible and inclusive teaching programmes
6. Ensure that all areas of our Estate are inclusive and develop a reputation as a sector lead on accessibility
7. Embed our commitment to diversity and inclusion into all our central services
8. Ensure systematic consideration of equality and diversity in our planning and compliance with our duties under the Equality Act (2010)

We expect everyone who works for and with us to act in accordance with our commitment to diversity and inclusion and work with us to further these commitments.

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<sup>1</sup> Appendix (i) sets out the requirements of The Equality Act (2010)

## **6. Responsibility for this Strategy and its Action Plan**

The Board of Trustees is ultimately responsible for ensuring that the University meets its legal duties under the terms of the Equality Act (2010), including the Public Sector Equality Duty, and for ensuring that the objectives set out in this strategy are monitored and progressed.

The Vice-Chancellor of the University is accountable to the Board of Trustees for the central activities. The Vice-Chancellor will direct managerial action to ensure this Strategy is implemented and the principles of equality, diversity and inclusion are embedded in all University practices.

A 'SMART' internal action plan will accompany this Strategy to ensure that its objectives are monitored and timescales met. The Equality and Diversity Committee will assume responsibility for providing the appropriate strategic direction and co-ordination of day-to-day actions to ensure this action plan is progressed.

The Equality and Diversity Committee will report annually to the Board of Trustees, the Vice-Chancellor's Executive Group, its staff consultative group(s), trade unions and Staff Association. This report will become the University's annual diversity report and will be published on the website to ensure a transparent approach.

## **7. Consultation on this strategy**

The Strategy was developed in consultation with the following groups and agencies who deserve our gratitude:

- The Board of Trustees
- All staff members
- Trade unions
- The Equality Challenge Unit

## **8. Publication and review**

This Strategy will be published and publically available on the University of London website and available in alternative formats on request from [diversity@london.ac](mailto:diversity@london.ac)

This Scheme will be revisited in 2018, one year prior to the end of its term or unless a change in legislation necessitates an earlier review.

## 9. Appendix (i) - Legislation.

Our commitment to diversity and inclusion does not derive from statutory requirements in this area. Nevertheless, as an Institute of Higher Education, we recognise that we must comply with the relevant legislation.

**The Equality Act 2010** consolidated and streamlined previous anti-discrimination legislation. It introduced measures that have direct implications for colleges and higher education institutions. Protected characteristics are the grounds upon which discrimination is unlawful. The protected characteristics (section 4) under the Act are; age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation

Section 149 of The Act introduced the **Public Sector Equality Duty (PSED)** which came into force in April 2011. The duty requires institutions to have due regard to the need to:

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

The first aim of the new duty covers all of the protected characteristics, the second and third aims cover all of the protected characteristics apart from marriage and civil partnership.

The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to:

- 1). *Publish relevant, proportionate information demonstrating compliance with the Equality Duty*
- 2). *Set themselves specific, measurable equality objectives*
- 3). *Publish relevant equality information in an accessible format*

**If you would like this document in an alternative format –  
please contact the Diversity Office via email:**

**[diversity@london.ac.uk](mailto:diversity@london.ac.uk)**