ORDINANCE 21

EQUALITY, DIVERSITY AND INCLUSION

INTRODUCTION

1. The University of London was founded upon the principles of equality, diversity and inclusion. Established to provide education on the basis of merit and without regard to race, creed or political belief, it was the first university in the United Kingdom to admit women to its degrees.

2. Our commitment to this tradition of equality continues today as we seek to observe the rights and respect the dignity of staff, students, visitors and others with whom the University has contact, and to create a positive, inclusive and diverse working, learning and social environment, free from unfair discrimination, prejudice, intimidation and all forms of harassment.

3. The University's Statutes set out the principles of inclusion on which it operates: "*The University shall promote equal opportunities and shall ensure that no unlawful discriminatory test be imposed on any person to enable them to become a holder of office at, or member of staff, student or graduate of, the University, or to receive any advantage or privilege by reason of such position*" (Statute 21).

4. The University also recognises its legal obligations as a public authority as defined by the Equality Act (2010) and the Public Sector Equality Duty (PSED). The University is obliged by the Act to eliminate discrimination, advance equality of opportunity and foster good relations in carrying out its functions as a Higher Education Institution. It must also publish information demonstrating its compliance with the PSED, its equality objectives and relevant equality information.

AIMS AND OBJECTIVES

5. The aim of the University is to ensure an equitable and inclusive approach in all areas of its operation.

6. In pursuit of this aim, and in accordance with the requirements of the Equality Act (2010), the University will take all reasonable steps to ensure that no actual or potential student, employee, or other contact or visitor will suffer unfair discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

RESPONSIBILITY

7. As the governing body of an HEI, the Board of Trustees is responsible for ensuring that the University complies with its duties as set out in the Equality Act (2010). Schedule 19, Part 1 of the Act states that governing bodies are accountable for compliance in the higher education sector.

8. The Equality and Inclusion Committee (EIC) is responsible for monitoring of the University's strategic approach to equality, diversity and inclusion and reports to the Board of Trustees.

IMPLEMENTATION AND MONITORING

9. The University acknowledges that the implementation of its commitment to equality is a continuing process that needs to be kept under constant review. The process involves establishing best practice, establishing procedures, setting goals to ensure the momentum of implementation is maintained and providing appropriate training and guidance to assist its staff in implementation and understanding of the Diversity and Inclusion Strategy.

10. So far as reasonably practicable, the University will seek to ensure that actual and potential students, staff, service users and/or suppliers are informed of our Diversity and Inclusion Strategy. In particular, this policy will

    - form part of the Terms and Conditions of Employment for all staff groups
    - be made available to all applicants for vacancies and for student places and/or services
    - form part of employees' Induction Training
    - be brought to the attention of those employees with Human Resources functions or with responsibility for the admission of students to programmes of study or to accommodation or services
    - be a consideration in our procurement process.

11. We will seek to provide appropriate Equality and Diversity training for all staff, particularly those assigned Human Resources functions or with responsibility for the admission of students to programmes of study or to accommodation or services, and to lay members of the Board of Trustees and appropriate committees.

12. Monitoring is necessary to demonstrate compliance with legal requirements and to assist in the analysis necessary to assess and to enhance the effectiveness of our diversity policy, procedures and performance. The Director of Human Resources shall ensure the collection of such information as considered necessary for effective monitoring.

13. The effectiveness of the Strategy shall be reviewed regularly in consultation with the locally recognised trade unions and Staff Association and appropriate student representatives.

PUBLICATION OF MONITORING DATA

14. Staff and student data collected for monitoring purposes will be published on our website at least annually and will be reported to the joint forums for consultation with trade unions and annually to the Board. Student data will also be reported to the relevant committees of University of London Worldwide and the School of Advanced Study.

15. The presentation of such information shall observe the University's legal and contractual responsibilities in respect of individual confidentiality particularly in regard of sensitive data and will not unnecessarily identify individuals.

15 July 2020