

EQUALITY DIVERSITY AND INCLUSION POLICY

1. Policy Statement / Purpose

- 1.1 Durham University is committed to providing equality of opportunity, valuing diversity and promoting a culture of inclusion.
- 1.2 We want our staff and students to reflect the diversity of the regional, national, and international communities that we serve and influence. We aim to be a place where people can be free to be themselves no matter what their identity or background. By creating a working, learning and social environment in which individuals can utilise their skills and talents to the fullest without fear of prejudice or harassment, we aim to create a culture where everyone can reach their fullest potential.
- 1.3 Through the implementation of the Equality, Diversity and Inclusion (EDI) Strategic Framework, we will ensure that equality is embedded in all of our activities, policies and decisions and will work with our partners to share good practice.

2. Scope

- 2.1 This policy applies to all current and potential students and staff working at the University on a paid or voluntary basis, external examiners, consultants, and visitors or contractors who visit our premises.
- 2.2 It covers discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex, and sexual orientation as set out in the Equality Act (2010).

3. Responsibilities

- 3.1 All members of the University community have a responsibility to promote EDI.
 - University Council through the Vice-Chancellor has ultimate responsibility for ensuring that this policy is fully implemented.
 - The Pro Vice Chancellor of EDI, is responsible for leading the implementation of the University's EDI strategic framework in relation to quality, diversity and inclusion for both staff and students.
 - The Equality, Diversity and Inclusion Team has responsibility for the co-ordination of this work.

4. Policy, Procedures and Enforcement

4.1 Equality is at the heart of our University Strategy and the EDI Strategic Framework, which aligns with our values and sets out our goals. Our aim is to make full use of people's talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together with dignity and respect.

4.2 We will take active steps to fulfill our responsibilities and promote good practice by:

- Complying with legal obligations in a transparent manner
- Developing a pan University approach incorporating the EDI strategic framework into the University's planning process for all departments and colleges
- Promoting this policy widely amongst staff and students, together with policy assessments and equality analysis.
- Assessing the impact of policies and practices to identify, remove or mitigate any disadvantage to underrepresented groups by promoting the use of [equality impact assessments](#)
- Taking measures to eliminate discrimination
- Taking action to redress any inequalities including monitoring the recruitment and progress of all students and staff; collecting and collating equalities information and data; and acting on any inequality revealed by the data which will be regularly published. For example (but not exclusively), through our Athena Swan gender equality charter mark activity and aim to improve representation of women and achieve gender parity.
- Fostering good relations between persons who share a protected characteristic and persons who do not
- Promoting awareness and understanding of EDI matters among staff and students through policies, training, guidance and campaigns
- Engaging with staff and students in respect of changes which may affect their employment or study
- Ensuring that existing staff and students, as well as applicants to work or study, are treated fairly and judged solely on merit and by reference to their skills and abilities
- Raising awareness of our policies and commitment to EDI with external suppliers, contractors and partners and encouraging them to follow similar good practice
- Ensuring the University estate is, as far as reasonably possible, welcoming and accessible to all
- Enhancing understanding of reasonable adjustments to enable disabled staff and students to overcome barriers in the working, learning and social environment
- Requiring that learning and teaching material, are inclusive and respectful
- Ensuring staff and students are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns

- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant University policy and taking appropriate action where necessary
- Consulting with staff, students, the Durham Students' Union, and other key stakeholders on EDI issues through existing mechanisms

5. Implementation, Monitoring and Review

5.1 This Policy will be implemented through the EDI Strategic Framework, which feeds into the University's Strategy. Progress against actions and objectives will also be reported in the Diversity and Equality Advisory Group, chaired by the Pro Vice-Chancellor of EDI.

5.2 We will assess the impact of this Policy by monitoring as follows:

- Our HR Department will collect and analyse monitoring data on staff with regard to recruitment, training, promotion, re-grading and complaints and report this information annually to the Diversity and Equality Advisory Group.
- The Student and Academic Services Division will collect and analyse student monitoring data with regard to recruitment, progression and completion and report this information annually to the Diversity and Equality Advisory Group and the Education Committee.
- This Policy will be reviewed on annual basis to ensure that it reflects best practice and current legislation. We will consult widely with the University's Diversity and Equality Advisory Group, EDI Staff Networks, Trade Unions, Durham Students' Union and other stakeholders.

5.3 All staff are required to take undertake EDI training as part of their induction. Information on all related training is available on our [website](#).

6. Related Information

6.1 Complaints Procedures related to Equality, Diversity and Inclusion

The University expects all members of its community to treat others equitably, with dignity and respect. Any members of our University community who believe they have been discriminated against, harassed or bullied have the right to make a complaint free from victimisation or fear of retaliation.

When making a complaint, normally the matter should be raised informally in the first instance using the following procedures, as appropriate:

- [Staff Concerns Policy](#)
- [Student Complaints Procedure](#)
- [Sexual Misconduct and Violence Policy](#)

6.2 Any member of **staff** may seek assistance and support from the [Concerns Bullying and Harassment Network \(CBHAN\)](#), [Report and Support](#), their trade union, the EDI Team or Human Resources.

6.3 **Students** may also seek advice and support from the CBHA Network, Report and Support, Faculty and College Student Support Officers, Sexual Misconduct Prevention and Response Manager and the Durham Students' Union.

6.4 We aim to support and protect anyone who makes a complaint, or who acts as a witness, under these procedures from victimisation or retaliation.

6.5 Members of the public should address complaints to the University service in question in the first instance.

7. Definitions

- EDI – Equality, Diversity and Inclusion
- DEAG – Diversity, Equality Advisory Group
- CBHAN – Concerns Bullying and Harassment Advisors Network
- SMV – Sexual Misconduct and Violence

8. Version Control:

Approval date: April 2018

Approved by: University Executive Committee

Date Reviewed	Reviewed By	Changes to Process	Approved By
April 2021	• Athena-Marie Enderstein	Links updated to reflect changes in policy	Rachel Archbold
March 2024	• Jordan Coldwell • Mel Earnshaw • Siobhan Kennedy	Amendments to process reflecting appointment of PVC EDI, introduction of EDI strategic Framework and other institutional changes	Shaid Mahmood

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