



HARTPURY

Equality, Diversity and Inclusivity Policy

Hartpury is committed to achieving universal acceptance and application of a working and learning environment free from harassment, intimidation and unlawful discrimination. It is also committed to taking positive action to promote such equality & diversity of opportunity in relation to recruitment (staff and students), promotion, training, learning, benefits, procedures and all terms and conditions of employment and all requirements that govern student regulations.

At Hartpury, we are committed to valuing diversity and promoting equality. One of our Values is 'Respectful' and this means we create an inclusive and accessible environment that enables and promotes belonging and respect for staff, students and the wider community. We create an inclusive approach for both students and staff that promotes diversity, positive behaviours, builds effective relationships and enables all our students to develop and achieve the best possible outcomes. We value others for their contribution, irrespective of personal differences.

Our Equality, Diversity and Inclusivity objectives and action plan set out our aims to identify actions and targets that promote the ongoing implementation of Hartpury's Single Equality Scheme. This should also be read in conjunction with our Hartpury 2025 strategic aims.

It is the obligation of all staff and students to respect and act in accordance with the Equality, Diversity and Inclusivity Policy and to actively promote it throughout their life at Hartpury.

Hartpury's commitment to Equality, Diversity and Inclusivity is:

- To confirm the commitment of Hartpury to the principle of equality, diversity and inclusivity for all.
- To ensure Hartpury complies with all laws and directives relevant to equal opportunities and procedures are in place to clarify and support this intention.
- To create an inclusive environment where differences are celebrated and everyone is valued and respected.
- To ensure that Hartpury has a sound system of monitoring and review of progress so that good practice is identified, issues addressed and a culture of equality and diversity is embedded in all aspects of the work of Hartpury.

Defining Equality, Diversity and Inclusivity

Equal treatment involves much more than simply treating everyone alike; it requires a recognition that some groups and individuals have particular and specific needs that need to be met if they are to enjoy equal access to the services offered by Hartpury. We recognise that Hartpury may need to provide its services in a range of different or more

flexible ways, in order to ensure genuine equality of access or opportunity for groups and individuals who approach those services from a position of persistent and longstanding disadvantage.

Valuing diversity involves an acknowledgement of the benefits and intrinsic worth derived from the range of difference within our community, and fostering it as a strength. We aim to celebrate and to value the differences between individuals' cultural, social and intellectual contribution to Hartpury and will seek to promote greater mutual understanding between groups and individuals who reflect these differences, and will seek to utilise the talents and experiences that each and every individual can bring to the institution.

Inclusivity is the complete acceptance and integration of all students and staff regardless of diversity background that proactively leads to a sense of belonging, engagement and full participation within and across Hartpury.

The Legal Framework

The Equality Act 2010 introduces the term 'protected characteristic' to refer to aspects of a person's identity explicitly protected from unlawful discrimination. Nine are identified:

- Age
- Disability
- Gender
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Religion and belief
- Sexual orientation

However, other aspects of a person's identity, background or circumstance can cause them to experience discrimination, for example a person's socio-economic status, class or background. Hartpury is committed to advancing equality and eliminating discrimination on these and other grounds.

The Equality Act 2010 recognises the following types of discrimination:

- Direct discrimination, including associative and perception discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability
- Failure to make reasonable adjustments

The Equality Act 2010 requires Hartpury to give due regard to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations.

Scope

This policy covers all staff, current and/or prospective students and visitors irrespective of:

- Age – people of any age, including older and younger people
- Disability – people with a range of impairments both visible and non-visible for example, diabetes, wheelchair users, blind or deaf people, cancer patients, dyslexia, mental health and HIV.
- Sex – men and women
- Race – people from all races and nationalities this will include Gypsies and Travellers, Migrant Workers, Asylum Seekers and Refugees, as well as white British people
- Religion or Belief – people of any religion, for example Christianity, Buddhism, Hinduism, Islam, Sikhism or Judaism, people with any similar philosophical belief for example, Humanism and people with no beliefs
- Sexual Orientation – people of any sexual orientation, for example heterosexual, gay, lesbian, bi-sexual or questioning
- Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- Marriage and Civil Partnership - Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favorably than married couples (except where permitted by the Equality Act).
- Gender Reassignment – people preparing the transition from male to female (MTF) or female to male (FTM), people who are currently going through the process of transitioning or people who have transitioned. A transsexual person has the protected characteristics of gender reassignment. Protection remains for people undergoing gender reassignment from discrimination due to absence from work and studies. Transvestites are also included.

It also applies to people using the services of Hartpury such as conferencing facilities, or providing a service such as contractors. All of these groups will be expected to adhere to this Policy. Where staff or students are working or studying in locations other than the Hartpury campus they will still be subject to the Policy. The Policy also extends to cover behaviour in the VLE, by email and other social media.

Breaches of this policy will be taken seriously and may lead to disciplinary proceedings.

Purpose

Hartpury provides education and training which involves work based training, vocational and professional training, further and higher education, full-time, part-time, and short courses. As such our student base is diverse, bringing on to campus people from all of the different equality groups as well as individuals with various educational experiences and ambitions. Likewise, staff and visitors are diverse and bring their own perspectives and expectations.

The procedures enshrined within this policy will ensure that all persons involved with Hartpury are treated with respect, courtesy, integrity and equality of opportunity in all aspects of their contact with Hartpury.

Our approach is to ensure that no person associated with Hartpury receives less favourable treatment on the grounds of any of the nine protected characteristics

This policy and associated procedures also provide guidance to the wider Hartpury community on the role for every individual in contributing to equality of opportunity.

In order to ensure commitment to the principles outlined in the policy and associated procedures, senior managers will liaise regularly with relevant representative bodies (e.g. Student Union, Staff Forum).

Responsibilities

- The ultimate responsibility for the operation of this policy lies with the Vice Chancellor, CEO & Principal. All managers have direct responsibility for the implementation of procedures relevant to their area of work.
- Every member of the Hartpury community has a responsibility for ensuring they behave in a manner consistent with equality, diversity and inclusivity principles.
- Every member of the Hartpury community will ensure they understand this policy and seek guidance if they have any questions; promote equality, diversity and inclusion for others and strive to create a safe, supportive and welcoming environment; challenging inappropriate behaviour and discrimination.
- Teaching staff will promote equality, diversity and inclusion in all learning settings and develop student understanding and realisation of equality, diversity and inclusion.
- Hartpury's Equality, Diversity & Inclusivity Forum has responsibility for advising the Vice Chancellor, CEO & Principal on equality and diversity issues and for the formal monitoring of progress with equality, diversity and inclusivity initiatives.
- Formal procedures associated with this policy will clearly state the relevant manager(s) responsible for implementation.
- Statistical information will be gathered and analysed regularly as part of monitoring and reviewing progress. Information will be forwarded to relevant managers for action.
- All staff are required to complete Equality and Diversity training which is provided either online or via workshops.

Implementation

The Equality, Diversity and Inclusivity Policy will be issued to all staff through the Staff Handbook and to students through the Joining information available on the website. The Policy is also available on the Intranet and Hartpury website.

All Hartpury Procedures will be available to staff and students through the Intranet, Operating Procedures, Policy Manuals and leaflets. Alternative formats for example large print, Braille, audio, other languages can be provided on request.

All applicants will be treated with fairness and equality regardless of their circumstances, as outlined in the Recruitment and Selection Policy.

Induction programmes for staff & students will contain Equality, Diversity and Inclusivity principles and responsibilities.

Hartpury will ensure that all CPD requests are treated with fairness and equality as outlined in the Staff Development Policy.

Personal tutors, line managers, teaching and support staff will ensure that individuals are guided and supported by relevant information regarding equality and diversity procedures and principles.

Staff training programmes will incorporate general and specific matters relating to Equality, Diversity and Inclusivity with particular reference to new and developing guidance on legislation where appropriate.

All staff who are involved in a Disciplinary or Performance Improvement process will be treated with fairness and equality regardless of their circumstances, as outlined in the Disciplinary and Dismissal Policy and Procedure and the Performance Improvement Policy and Procedure.

Any member of the Hartpury community who believes himself or herself to have been subjected to unfair treatment as described in this policy and associated procedures should report their concern to either their personal tutor, line manager or a member of the Senior Management Team.

Hartpury staff are required to report any case of alleged discrimination or harassment to the Human Resources Department. Students are required to report any case of alleged discrimination or harassment to the Safeguarding and Wellbeing team.

Equal Pay Statement

Hartpury supports the principle of equal pay for work of equal value and recognises the system should be free from bias and based on objective criteria. As part of our ongoing commitment to putting equal pay principles into practice, we will carry out monitoring of the impact of our pay practices in line with legislative requirements.

Gender Pay Reporting

Hartpury is confident that males and females are paid equally for doing the equivalent or same job and this has been demonstrated in our equal pay audits. Hartpury has policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.

Grievances

Hartpury's Grievance & Complaints Procedures are available to any student, member of staff or visitor who believes he or she may have been unfairly discriminated against.

The Harassment and Bullying Procedure is set out in a separate policy and is available to any student, member of staff or visitor who believes he or she may have been harassed.

Students, members of staff and visitors will not be victimised in any way for making such a complaint in good faith.

Complaints of this nature will be dealt with seriously, in confidence and as soon as possible in line with the appropriate procedures.

Hate Crime

Hate incidents are expressions, actions or behaviour, which are motivated by hostility or prejudice towards a person's race, religion or belief, disability, sexual orientation or gender identity. When the behaviour amounts to a criminal offence, a hate incident is referred to as a hate crime. Hate crimes should be reported to the police. Hartpury promotes a supportive, inclusive environment where our staff and students can study, work and live in a community that does not tolerate bullying, harassment, hate and sexual misconduct.

COVID-19

Hartpury is committed to an inclusive, fair and transparent approach depending on an individual's background or circumstances. Hartpury will continue to ensure the safety and wellbeing of our students, staff and visitors. COVID-19 has had an impact on every individual, particularly people with protected characteristics. Hartpury will undertake a COVID-19 equality impact assessment to summarise the potential impacts of COVID-19 on people with protected characteristics.

Racial Equality

Education has the power to strengthen communities, enrich lives and transform the world, and at Hartpury, we take our role as educators incredibly seriously.

The Black Lives Matter (BLM) movement has shown once again the necessity of a robust education system, which does not shy away from conversations that might feel uncomfortable for some. We know that to be part of the solution, we need to acknowledge the problem, which is why we have made a public statement acknowledging our support for BLM and we are committed to creating and maintaining an inclusive learning and working environment, where equality is promoted, diversity is valued and discriminatory behaviour is not tolerated.

We are united as a whole Hartpury community in our dedication to standing up to racism and oppression, and standing in solidarity with the black community, at home and around the world.

Promoting Positive Mental Health

Hartpury is committed towards promoting positive mental health by working towards the MINDFUL EMPLOYER Charter and the Time to Change agenda. Hartpury aims to create a culture of support within the workplace where employees can talk about mental health problems without the fear of stigma or discrimination.

Process for Monitoring

The Equality, Diversity & Inclusivity Forum meet termly and minutes are available on Hartpury's intranet. An Equality, Diversity and Inclusivity Report is presented to the Corporation annually.

The Equality & Diversity Forum review all Equality, Diversity and Inclusivity action plans and statistics relating to staff and students termly.

This Policy will be reviewed by the Vice Principal - Resources on an annual basis and any changes agreed by the Equality, Diversity & Inclusivity Forum.

The Corporation will approve the policy on an annual basis.

SOURCES OF FURTHER GUIDANCE

- Equality Act 2010
- Human Rights Act (1998)

RELATED PROCEDURES

- The Student Charter
- The Disability Statement
- Academic and Non-Academic Policy Disciplinary Procedure (Students)
- Child Protection and Safeguarding Policy and Procedures
- Grievance Policy (Staff)
- Disciplinary & Dismissal Policy and Procedure (Staff)

- Complaints Procedure
- Recruitment and Selection Policy (Staff)
- Harassment and Bullying Policy
- Gender Identity Policy

Approval and Review Cycle

Date Last Approved	June 2019
Policy Owner	HR
Approving Committee	Corporation
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