



Document name	Equality, Diversity, and Inclusion Policy
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Responsible Team	Human Resources
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1) Introductory purpose & background

The University of Nottingham (“university”) is a community where everyone should be able to contribute and be appreciated for who they are. All staff, students, and university representatives help to make our talented university community what it is. We strive to provide an inclusive, respectful, and considerate environment where everybody can be themselves and be supported to accomplish their goals.

This policy aims to ensure that:

- All staff, students, and university representatives feel safe, included, and supported to be their very best in all that they do
- The university is the best it can be, with a high performing and diverse staff and student body
- All staff and students contribute to the values of the university and its wider impact
- All staff and students are able to benefit from the university’s commitment to freedom of speech and academic freedom regardless of their background or personal characteristics.

In order to achieve our goals and live our values, we aim to attract, recruit, and retain staff, students, and university representatives from the widest available pool of individuals from all groups within society. We aim to encourage and support everybody in our community to reach their potential.

Equally, we will work to ensure that our visitors, partners, service users, alumni, and other guests and members of the public find themselves treated with respect and dignity and have their rights protected while working with us, visiting our campuses, or accessing our services and events.

Our approach to equality, diversity, and inclusion builds on the Equality Act 2010, which provides a legal framework to protect people from discrimination, harassment, and victimisation in the workplace and wider society (in line with freedom of speech) on the grounds of the following “protected characteristics”:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including race, colour, nationality (including citizenship), ethnic or national origins)
- Religion or belief (including philosophical belief and a lack of belief)
- Sex
- Sexual orientation

2) Scope

This policy applies to all staff and students at the University of Nottingham UK as well as university representatives.

The policy is applicable to all staff, postgraduate researchers, job applicants, and current and prospective students.

The principles of this policy also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers, and any other persons associated with the functions of the university.

This policy is non-contractual and may be subject to change. Major amendments will only be made following consultation with the University’s recognised trade unions. It supplements rather than supersedes any other code of conduct or statement of expectations of behaviour to which a member of our community may be separately subject; for example, the Student Code of Conduct (non-academic), the Dignity at Nottingham Policy, the Free Speech Statement, the staff Disciplinary Procedures, and, in the case of contractors, their employing organisation’s Equality policy. However, this policy is an important part of our commitment to equality, diversity, and inclusion.

While it is not a contractual document and may be updated from time to time, all employees are expected to follow it.

3) Definitions

Word	Definition
Discrimination	Discrimination occurs if someone is treated less favourably because of one or more relevant protected characteristics or if there is a provision, criterion or practice applied which is discriminatory in relation to a person's relevant protected characteristic(s).
Harassment	<p>Harassment is unlawful and can include:</p> <ul style="list-style-type: none"> Unwanted conduct that is related to the protected characteristics of: age; disability; gender reassignment; race; religion or belief; sex; sexual orientation and that violates the person's dignity or creates an intimidating, hostile, degrading, humiliating or hostile environment for that person Unwanted conduct of a sexual nature (sexual harassment) Less favourable treatment for rejecting/submitting to sexual harassment related to sex or gender reassignment <p>In deciding whether any of the above constitute harassment, the perception of the person at the receiving end of the behaviour, the other circumstances of the case and whether it is reasonable for the behaviour to have that effect must be taken into account.</p> <p>Harassment can also include:</p> <ul style="list-style-type: none"> A course of conduct against one or more individuals, not necessarily related to a protected characteristic, which amounts to harassment (which could include alarming or causing distress to individuals) and which the person undertaking the course of conduct knows or ought to know amounts to harassment. They should know this if a reasonable person in possession of the same information would think the course of conduct amounts to harassment. <p>Harassment of an individual can take a variety of different forms ranging from repeatedly ignoring an individual or subjecting them to unwarranted attention to intimidation, humiliation, ridicule or offence. Harassment may not be deliberate; someone may harass another person unintentionally.</p>
Protected Characteristics	<p>It is against the law to discriminate against anyone based on the following protected characteristics:</p> <ul style="list-style-type: none"> Age Disability Gender reassignment Marriage or civil partnership Pregnancy and Maternity Race (including colour, nationality, ethnic or national origin) Religion or belief Sex Sexual orientation
Representative	For the purposes of this policy, "university representatives" are consultants, contractors, volunteers (alumni and non-alumni), casual workers, and agency workers whilst undertaking work for or representing the University of Nottingham.
Staff	For the purposes of this policy, the term "staff" means university employees and individuals engaged as workers by the university.
Student	For the purposes of this policy, the term "student" refers to an individual from the point at which they are registered for study with the University of Nottingham, including the University of Nottingham Online. It covers all students studying at, living on, on placement at or visiting the UK campuses. It includes students at all levels of study (e.g. undergraduate, postgraduate, or on apprenticeship

	programmes), whether they are studying full-time, part time or as a distance learner and if they are registered as a University of Nottingham student but studying elsewhere (e.g. Lincoln Medical School). It also covers the Students' Union (SU) Sabbatical Officers during their period of office. It encompasses students who have interrupted their studies, or who have been temporarily suspended, or excluded, or have their thesis pending or are in some other way still members of the university community.
Victimisation	Victimisation is unlawful and occurs when someone is treated less favourably as a result of being involved with a discrimination or harassment complaint about a breach or an alleged breach of rights under the Equality Act. This can include making an allegation of discrimination, supporting someone else's complaint or giving evidence that does not support someone else's complaint.

4) Policy

4.1 Key principles

We are committed to providing equality of opportunity, outcomes, and experiences, and fostering good relations for our diverse community members. We will work to ensure that all of our staff, students, and visitors, as well as those that seek to apply to work or study with us, are treated fairly and are not subjected to unlawful discrimination by the university on the basis of their protected characteristics. The university aims to consider protected characteristics holistically as well as the intersections between characteristics and the specific impacts these can have on staff and student experience.

In addition to being unjust, we believe that discrimination on the grounds of these characteristics represents a lost opportunity to draw on rich and diverse perspectives and experiences and potentially denies individuals a voice and an opportunity to reach their full potential. We believe it deprives the university of access to the full expression of talent, value, and contribution from its community members, which we know is critical to our success.

We believe that discrimination and disadvantage can take different forms and are not always overt or intended; nevertheless, the impact can be profound. The university is committed to:

- Eliminating unlawful direct and indirect discrimination, harassment, and victimisation and other conduct prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share one or more protected characteristics and those who do not.
- Fostering good relations between people who share one or more protected characteristics and those who do not.

We aim to take a holistic approach, ensuring that all that we do contributes to a better environment for work and study for all. Every student and member of staff at the university, irrespective of level of study or job, has a critical role to play in university life.

This policy has been developed following input from staff and student stakeholder groups and is aligned to our People & Culture Strategic Delivery Plan, our Access and Participation Plan, and our Education and Student Experience Strategic Delivery Plan.

4.2 Key roles, responsibilities and/or requirements

A successful EDI policy requires the active support of the university community. The university community therefore shares responsibility for upholding the principles of this policy.

Role	Responsibilities
University Council	Has ultimate accountability for compliance with the university's equality obligations.
University Executive Board	Responsible for the delivery of our equality, diversity, and inclusion policy and plans. Day-to-day operational responsibility for this policy and its implementation has been delegated to the Chief People Officer (for staff) and Pro-Vice-Chancellor for Education and Student Experience (for students) and our People & Culture and Education & Student Experience Committees.
Leaders and managers	<ul style="list-style-type: none">• Set a good example by treating all members of the university with dignity and respect and by challenging unacceptable behaviour.• Ensure all staff and students are aware of this Policy and know how to report discrimination, harassment, or bullying with confidence that reporting incidents will not result in victimization.• Present staff with information (or knowledge about where to find such information) about employee rights as defined by university policies.• Deal with complaints as fairly and as promptly as possible.• Ensure visitors, consultants, volunteers, partners, service users, alumni, other guests, and members of the public are aware of the policy or have access to the policy if required.• Influence the strategic advancement of equality in line with university values, seeking specialist HR support where necessary to ensure legal compliance (e.g. in relation to equal pay within their teams).
Staff, students, and university representatives	<ul style="list-style-type: none">• Read and adhere to this policy and the related Dignity at Nottingham Policy.• Challenge unacceptable behaviour where it is safe to do so.• Report unacceptable behaviour in a safe manner.

The University will work in partnership with its recognised Trade Unions and the Students' Union, as well as external organisations where appropriate, to combat all forms of unlawful discrimination, harassment, and victimisation.

4.3 Dignity at Nottingham Policy, Complaints and External Profile

This policy will be accessible through the University of Nottingham website for all staff, students, university representatives, and applicants to make them aware of their entitlements and responsibilities regarding equality, diversity, and inclusion.

Any staff member, student, or representative who believes they have experienced bullying, harassment, discrimination or victimisation are protected under the University's Dignity at Nottingham Policy, which also outlines the process for raising a complaint and accessing support. The University of Nottingham will join appropriate organisations in order to network, exchange best practice and generally raise the organisation's profile. We will also build relationships with other universities and organisations to help us deliver our equality, diversity, and inclusion objectives. We may also, from time-to-time, sponsor events and activities that promote equality, diversity, and inclusion and relevant activities and initiatives of the University of Nottingham.

4.4 The consequences of non-compliance

Failure to comply with the principles set out in this policy may be considered a disciplinary offence and addressed through the appropriate procedures. This may include, but is not limited to, the staff Disciplinary Procedures and the Student Code of Conduct (non-academic). Discriminatory acts by an individual providing services to or on behalf of the university will be treated as a fundamental breach of the university's contract terms.

4.5 How compliance with the policy will be measured

Compliance with this policy will be assessed through regular monitoring of staff and student sentiment including survey results, Report & Support disclosures, focus group outcomes, grievance and complaint outcomes, and staff network feedback.

4.6 Provisions for monitoring and reporting related to the policy

Monitoring will take place through the Annual Diversity Report and relevant dashboards/reports as may be prepared for People & Culture Committee and its sub-committees/groups e.g. Athena Swan and Race Equality Charter Self-Assessment Teams.

Equality information and objectives and pay gap reports will be published.

Information about staff and students' protected characteristics will be collected, and Equality Impact Assessments will be carried out to understand and, where possible, mitigate any equality impacts of decisions and policies on staff and students.

5) Review

The Policy will be reviewed as a minimum every two years or before then as required in line with policy, legal, or regulatory updates.

6) Related policies, procedures, standards, and guidance

- Learn more about our [EDI approach and activities](#)
- Learn more about our [People and Culture Strategy](#)
- Learn more about our [Dignity at Nottingham Policy](#)
- Learn more about [Report + Support](#)
- Learn more about our [Access and Participation Plan](#)
- Learn more about our [University values](#)
- Learn more about our [Education and Student Experience Strategy](#)
- Read the [associated documents to the EDI Policy](#)