



**University of  
Nottingham**  
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# Student Equality and Diversity Strategy

**School of Medicine**

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## Contents

About the strategy .....	3
Our principles .....	3
Equality duty.....	4
School of Medicine aims and objectives.....	5



## About the strategy

The School of Medicine Student Equality and Diversity Strategy aligns to the University Education and Student Experience [Strategic Delivery Plan](#) which outlines our [values](#) of Inclusivity, Ambition, Openness, Fairness and Respect and describes of [goals](#) around solving problems and improving lives, supporting potential, developing the campus experience, cultivating a global mindset, fostering creativity, discussion and experience, sustainability and embedding collaboration on all that we do.

The School of Medicine strategy enables delivery of the [University Equality, Diversity and Inclusivity priorities](#).

## Our principles

Our education and training of healthcare students – informed by our inspiring research – is delivered in a diverse and inclusive community that is working to foster innovation, teamwork, and lifelong learning to support our staff and students to be leaders in healthcare.

Our core principles are to put students at the heart of the school; value diversity and promote equality; to think globally, deliver locally, and engage personally. These principles include:

- **Appreciating diversity.** We are committed to understanding others' opinions, beliefs and cultures. Respect and tolerance will characterise the conduct of our relationships with each other and with other organisations and communities
- **Equality of access and opportunity.** We endorse the aim of widening participation in higher education, and value the benefits of diversity in our staff and student communities
- **Staff and student support.** We will strive to provide our students with high quality support to facilitate the development of their intellectual, emotional, physical and spiritual wellbeing
- **Transparency.** We strive to be clear and open about what we do and why, and value the views of the whole School community

Our principles for university life further outline the University's commitment to diversity and inclusion:



- Diversity within our community adds to the richness of the university experience and is vital to the growth and development of staff and students. As a leading global university, we are committed to recruiting a diverse student community. As a large employer, we want to attract the most talented staff, so we reflect the breadth and diversity of scholars worldwide and of our local communities. As an organisation spanning several countries, members of our community experience diversity in a way which is unique among universities
- Students and staff from different backgrounds and with different circumstances may have needs and we will embed in all our practice particular regard for these needs
- To ensure fairness and equality, all students are treated solely based on their merits, abilities and potential throughout the University journey

## Equality duty

The University is subject to the equality duty of the Equality Act 2010. Those subject to the duty must, in the exercise of their functions, have due regard to the need to meet the three arms of the general equality duty:

- **Arm 1.** Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited the Act
- **Arm 2.** Advance equality of opportunity between people who share a protected characteristic and those who do not by removing or minimising disadvantages; taking steps to meet the needs of people from protected groups where these are different from other people, including taking steps to take account of disabled people's disabilities; and, encouraging people from protected groups to participate in public life or other activities
- **Arm 3.** Foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding between people from different groups

The protected characteristics covered by the equality duty are age, disability, gender reassignment, marriage and civil partnership (arm 1 only), pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex and sexual orientation.



## School of Medicine aims and objectives

The School of Medicine student equality and diversity strategy aims to embrace the University's mission, vision and guiding principles, and embody the public sector duties set out in the Equality Act 2010.

### **Objective 1 - Students do not experience harassment or victimisation during their studies at the University**

- Implementation of action plan developed from recommendations of the BMA Charter for medical schools to prevent and address racial harassment
- Wider understanding and awareness of reporting among student body (University [Report and Support](#) and the SoM [Incident reporting form](#))

### **Objective 2- The design, operation and outcomes of policies and processes do not unlawfully discriminate on the grounds of protected characteristics**

- Reduce any difference between protected groups in outcomes of critical processes:
  - Student selection
  - Examination results
- Ensure that information is collected on equality and diversity training for all staff who undertake student selection and teaching activities

### **Objective 3 - The University has a balanced, sustainable, appropriately diverse workforce and student population**

- Identify, monitor and reduce barriers to enhancing the diversity of our campuses through equitable recruitment of the best students and staff

### **Objective 4 - There is an inclusive, respectful culture where all students can participate and contribute effectively**

- Explore the awarding and completion gaps (gender, ethnicity and disability) and develop and monitor the effectiveness of appropriate action plans to redress
- Monitor completion of current EDI and active bystander training
- Facilitate the development of clinical environment related active bystander training for clinical students
- Embed teaching on equality and diversity within curricula