



# EQUALITY, DIVERSITY AND INCLUSION POLICY

Originator: Graham Curling  
To be approved by: Board of Governors  
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## 1. Introduction

- 1.1 Leeds Arts University strives to be a place where all students and staff feel they belong and are supported to realise their full potential. The University is committed to equitable practices that deliver excellence while meeting the diverse and changing needs of students and staff. We actively work toward providing a representative and inspirational environment, from inclusive working, learning and social spaces to positive impacts on the creative industries and our local and global communities.
- 1.2 This policy outlines how we promote equality, diversity and inclusion as well as identify and tackle discrimination in order to maintain this culture.

## 2. Scope

- 2.1 The policy applies to all processes relating to activities of the University and is applicable to all those who engage with the University including governors, students, staff whether permanent or temporary, visitors, contractors and others employed under a contract of service.
- 2.2 It applies to all conduct in the University and also to conduct outside of the University that is related to its activities (e.g., meetings, social events, educational visits and external events).
- 2.3 The policy covers any form of discriminatory behaviour, harassment or victimisation on the basis of protected characteristics defined in the Equality Act (2010) as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief,<sup>1</sup> sex and sexual orientation.

## 3. Commitments

- 3.1 The University takes active steps to fulfil our responsibilities and promote a culture of respect and dignity for all by:
  - 3.1.1 Complying transparently with our legal responsibilities and Public Sector Equality Duty, including publishing information relating to our staff and students who share protected characteristics and setting regular objectives to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.
  - 3.1.2 Embracing these commitments through the Board of Governors and leadership at all levels.
  - 3.1.3 Ensuring reasonable adjustments are in place where appropriate.
  - 3.1.4 Providing induction and refresher training on equality, diversity and inclusion to all staff.
  - 3.1.5 Incorporating equality and citizenship into induction for all students.
  - 3.1.6 Promoting inclusive and equitable learning and teaching through the setting and evaluation of concrete actions, discussion and sharing of good practice, and annual review.

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<sup>1</sup> The University has chosen to recognise and adopt the International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism, as adopted at the Bucharest Plenary 2016: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

3.1.7 Building confidence in staff and students to take up opportunities to honestly and openly discuss equality, diversity and inclusion including, where appropriate, feeding this through to the Staff Consultative Committee, Students' Union, and Student Course Representation.

3.1.8 Continuing to work toward a physical University estate that is accessible and welcoming, including accessible information and hours of service.

3.1.9 Continuing to work toward accessibility of our digital offering, including building accessibility into the design of the University website and the acquisition of new teaching and learning tools, and providing guidance to staff for creating accessible resources.

3.1.10 Ensuring that we work with contractors who adhere to and promote similar good practice.

3.1.11 Taking appropriate actions to investigate behaviours, actions or words whether overt or covert in line with the University's disciplinary policy for staff or students.

3.1.12 Monitoring recruitment and progress of all staff and students, investigating the reasons for any differences, and acting to eliminate gaps using further iterative monitoring.

3.1.13 Considering the impact of our decision-making across the protected characteristics, establishing the need for formal equality impact assessment, and outlining clear actions to overcome any identified impacts (or if this is not possible, recording the reasons why).

#### **4. Responsibilities, monitoring and review**

4.1 All members of the University community have a responsibility to abide by and promote the principles in this policy.

4.2 We will monitor the operation of this policy through the Equality, Diversity and Inclusion Committee, which will report on progress to the Senior Management Team and through the annual Equality, Diversity and Inclusion report, to the Board of Governors.

4.3 The University will review this policy every three years or as required by changes in the law, government policy or by regulators.

#### **5. Complaints**

5.1 Complaints under this policy can be raised informally by staff to their line manager or a member of Human Resources.

5.2 Complaints can be raised formally under the staff [Anti-Bullying and Harassment Policy](#) or the student [Harassment, Sexual Misconduct and Bullying Policy](#), through the methods described in these policies.

5.3 In addition, both students and staff have the ability to submit a report, including anonymously, via the [University's Report and Support Tool](#), which includes information on the potential limitations of each option and the support available.

**6. Key contacts**

6.1 For information and guidance in relation to equality, diversity and inclusion, please contact:

Graham Curling	Head of HR (Employment Issues)
Dr Laura da Costa	Access and Participation Development Manager, Chair of the Equality, Diversity and Inclusion Committee
Katrina Welsh	Head of Student Support