

Policy and Procedures Relating To Inclusivity, Equality and Diversity

1. Overview

- 1.1. The Royal Agricultural University recognises the value and dignity of each individual and will treat them with fairness and respect. The University acknowledges the adverse effect any form of discrimination will have on individuals, as regards their personal life, their career or academic progress.
- 1.2. The University will therefore use its best endeavours to:
 - 1.2.1. Create an inclusive community, which promotes diversity and equality of opportunity for all;
 - 1.2.2. Provide its students, staff and visitors with a welcoming, secure and supportive environment in which all members are free to achieve their full potential;
 - 1.2.3. Implement strategies aimed at promoting equality of opportunity and eliminating discrimination.
 - 1.2.4. Take the appropriate steps to ensure that all forms of discrimination are addressed positively and constructively, and in a way which will help to build an equality-driven, inclusive RAU community.

2. Responsibilities

- 2.1. The overall responsibility for compliance with equal opportunities legislation and the implementation the RAU Equality Scheme lies with the Board of Governors, who acting through the Inclusivity, Equality and Diversity Committee will:
 - 2.1.1. Delegate the management of obligations to relevant staff, action groups and committees including, but not limited to the University's IED Committee

2.1.2. Establish such procedures as are necessary to ensure that the University meets its social and moral obligations both under statute and in accordance to this Policy.

2.2. University

2.2.1. The University will not victimise any person who has complained of harassment or unfair discrimination or who has assisted in connection with such a complaint;

2.2.2. The University will actively seek to promote equality of opportunity for others and endeavour to create an inclusive community which promotes diversity and equality of opportunity for all.

2.3. Individuals

2.3.1. Notwithstanding the University's overall responsibilities above, individual members are also required to support and uphold this Policy to ensure its success.

2.4. Visitors and guests

2.4.1. All visitors to the University, together with those contracted to work at or for the University will be expected to comply with this Policy.

2.5. Contractors and Suppliers

2.5.1. The selection processes for contractors and suppliers (including consultants) may include the extent to which contractors and suppliers comply with equal opportunities legislation and the University's IED Policy. Contractors or suppliers that are unable to demonstrate such compliance should be excluded from consideration of the contract in question.

2.5.2. Where appropriate the University shall monitor and review the extent of contractors' and suppliers' compliance with legislation and the University's IED Policy.

2.5.3. All contracts should include provisions requiring compliance by the contractor or supplier with legislation and University's IED Policy and for termination in the event of breach or non-compliance.

3. Equality Scheme: Strategy and Action Plan

3.1. The RAU Equality Scheme has been developed to promote our commitment to providing an environment where all people are respected and treated fairly regardless of irrelevant characteristics or distinctions such as: gender, race,

colour, ethnic or national origin, age, disability, socio-economic group / background, religious belief / faith, political belief or affiliation, marital status, family responsibilities and sexual orientation. The strategy sets out an equality action plan to address these issues, under our statutory requirements and as a Higher Education Institution (HEI).

- 3.2. The development of this Scheme is an ongoing process, and we will continue the work to progress towards these aims, primarily by identifying a programme of work over a three-year cycle years and prioritising the various activities within an action plan. The action plan will be adjusted as necessary throughout that period, as progress is monitored and as new issues emerge over time.
- 3.3. The Equality Scheme sets out how the University will put this policy statement into practice, and can be viewed at <https://intranet.rau.ac.uk/CommitteesGroups/InclusivityEqualityAndDiversityCommittee/Pages/Policies-and-Procedures.aspx>

4. Complaints Procedure, Incident Reporting and Related Policies

- 4.1. Any complaint will be taken seriously and dealt with in a timely and sensitive manner and in accordance with the relevant grievance and disciplinary procedures.
- 4.2. The Student Complaints Procedure is set out in the Student Handbook
- 4.3. The Staff Grievance Procedure is available can be viewed at <https://intranet.rau.ac.uk/DepartmentsSchools/HumanResources/Pages/HR-Policies.aspx>
- 4.4. Staff or students who believe they may be victims of harassment should refer initially to the Dignity at Work Policy which can be viewed at <https://intranet.rau.ac.uk/CommitteesGroups/InclusivityEqualityAndDiversityCommittee/Pages/Policies-and-Procedures.aspx>
- 4.5. Where people have been offended by behaviour which is motivated by prejudice or results in unlawful discrimination, this can be reported on an Equality Related Incident Form which can be downloaded at <https://intranet.rau.ac.uk/CommitteesGroups/InclusivityEqualityAndDiversityCommittee/Pages/Policies-and-Procedures.aspx>

Approved Date		Lead Person	Head of HR
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Reviewed / Revised Date		Reason for change	
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