



UNIVERSITY OF
WINCHESTER

EQUALITY, DIVERSITY and INCLUSION POLICY

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Responsible Role and Department:	Director of People and Culture People and Culture Team
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<p>Indicate whether the document is for public access or internal access only.</p> <p>Indicate whether the document applies to collaborative provision?</p> <p><i>(Strikethrough text, as appropriate)</i></p>	<p>Public Access</p> <p>Applies to Collaborative Provision</p>
<p>Summary:</p> <p>This document defines the equality, diversity and inclusion duties of the University towards its staff and students.</p>	

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1. Introduction

- a) The University of Winchester is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. Discrimination because of sex, gender identity, sexual orientation, age, race, disability, religion and belief, parental, civil partner and marriage status will not be tolerated.
- b) The University embraces diversity amongst its members and seeks to achieve equity in the experience, progression and achievement of all students and staff through the implementation of transparent policies, practices and procedures and the provision of effective support.
- c) The University recognises that equality should be embedded in all its activities and will seek to promote awareness of equality and foster good practice. The University is committed to a programme of action to support its equality policy, to monitoring its effectiveness, and to publishing information on progress towards its equality aims.
- d) In exercising its policies, practices, procedures and other functions, the University will have due regard to its duties under the Equality Act 2010 and to the protected characteristics specified within it, as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.
- e) In particular, the University will:
 - Encourage applications for study and employment from the widest pool of potential candidates, especially where representation is disproportionately low.
 - Not ask job applicants questions which may suggest an intention to discriminate on grounds of a protected characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.
 - Where appropriate, take steps to meet the particular needs of individuals from protected groups where these are different from the needs of others.
 - In respect of students, seek to attract applicants of the highest quality and potential, regardless of background. Decisions on the admission of students will be based solely on the individual merits of each candidate and the application of selection criteria appropriate to the course of study.
 - In respect of staff, ensure that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post and the relevant salary scale; and support career development and progression to ensure diverse representation and participation at all levels.

2. Scope

- a) This policy applies to all members of the university community, including students and staff, applicants, associate members, volunteers, and visitors.
- b) The University expects all members of the university community to treat each other with respect, courtesy and consideration and to act in accordance with this policy. The University's approach to harassment and bullying is found in the Bullying, Harassment and Sexual Misconduct Policy.

3. Objectives

- a) The University will:
 - seek to embed equality in all its activities;
 - have regard to its obligations under relevant legislation, including the Equality Act 2010;
 - publicise this policy, and any relevant codes of practice and guidance;
 - use an evidence-based approach to inform its activities to increase equality and to measure the impact of any changes;
 - develop equality objectives and an action plan, and report on progress toward attaining those objectives;
 - monitor and publish data on its staff, students and applicants; and
 - regularly review this policy and all associated codes of practice and guidance.
 - support staff with disabilities through our Staff Reasonable Adjustments Policy, and students through our Inclusive Learning Policy and Learning Agreement processes.
 - ensure part-time and fixed-term colleagues are treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless justified.

4. Discrimination

- a) Staff and students must not unlawfully discriminate against or harass other people including current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts or when wearing a work uniform), and on work-related trips or events including social events.
- b) The following forms of discrimination are prohibited under this policy and are unlawful:

Direct discrimination: treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious views or because they might be gay.

Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.

Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Bullying, Harassment and Sexual Misconduct Policy.

Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

5. Responsibilities

- a) The University through the Board of Governors and its major committees will provide mechanisms through which the University's strategic objectives for equality and diversity can be determined.
- b) The Equality and Diversity Committee reports to the People and Culture Committee and will advise on the development of strategy for work on equality and diversity, covering staff and students and embracing all protected groups.
- c) The Director of Equalities will work with university bodies, academic divisions and departments to ensure that the University's pursuit of excellence goes hand in hand with freedom from discrimination and equality of opportunity. In particular they will:
 - consider existing and emerging equality legislation with a view to identifying relevant issues to be translated into university policies
 - provide information and guidance to all university bodies to enable them to

discharge their responsibilities

- support senior members of the University in showing leadership on equality and diversity issues
- facilitate central consultation and training with specific groups of staff and students

- d) Deans of faculty, Directors and Heads of Departments are responsible for the day-to-day implementation of this policy and for supporting the delivery of the University's strategic objectives for equality and diversity in that department or faculty. All managers are responsible for ensuring that equality is embedded in the work of their team.
- e) All academic staff should promote an inclusive research and learning environment, respecting the principles of freedom of speech.
- f) All staff and students have a responsibility to observe this policy.

6. Breaches

The University regards any breach of this policy by any member of the community as a serious matter to be dealt with through its agreed procedures and related policies, which are set out below.

For all:

Bullying, Harassment and Sexual Misconduct policy

For staff:

Staff Disciplinary Policy

Grievance Policy

Staff Reasonable Adjustments Policy

For students:

Disciplinary procedures for students

Code of Conduct for Students

Student Complaints Policy

Learning Agreements process

Inclusive Learning Policy

For applicants:

Applicants for employments should contact hr@winchester.ac.uk

Student applicants can access our Public Complaints Policy

Equality Impact Assessment	
Summary of process undertaken to determine equality impacts:	This policy update is a cosmetic update only, Trade Union colleagues informed.
University Committee (name/ date) where equality impacts discussed (may be Committee of approval, or another):	University Leadership Team (date TBA)
Identified equality impact(s) on colleagues and students (i.e. any specific impacts related to this policy that may cause disadvantage for people due to one or more particular protective characteristic)	
Protected Characteristic	Impact(s) identified and any action(s)/mitigation(s) to address these impact(s), as necessary.
Age	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Disability	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics and failure to make reasonable adjustments
Gender Identity	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Marriage/Civil Partnership	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Pregnancy and Maternity	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Race (incl. nationality)	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Religion and Belief	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Sex	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics
Sexual Orientation	This policy protects against discrimination, harassment and victimisation based on all Protected characteristics