

EQUALITY, DIVERSITY & INCLUSIVITY POLICY 2024



HARTPURY

Introduction

Hartpury is committed to achieving universal acceptance and application of a working and learning environment free from harassment, intimidation and unlawful discrimination. It is also committed to taking positive action to promote such equality & diversity of opportunity in relation to recruitment (staff and students), promotion, training, learning, benefits, procedures and all terms and conditions of employment and all requirements that govern student regulations.

At Hartpury, we are committed to valuing diversity and promoting equality. One of our Values is 'Respectful' and this means we create an inclusive and accessible environment that enables and promotes belonging and respect for staff, students and the wider community. We create an inclusive approach for both students and staff that promotes diversity, positive behaviours, builds effective relationships and enables all our students to develop and achieve the best possible outcomes. We value others for their contribution, irrespective of personal differences.

Our Equality, Diversity and Inclusivity (EDI) objectives and action plan set out our aims to identify actions and targets that promote the ongoing implementation of Hartpury's Single Equality Scheme. This should also be read in conjunction with our Hartpury 2025 strategic aims. It is the obligation of all staff and students to respect and act in accordance with the EDI Policy and to actively promote it throughout their life at Hartpury.

This policy is non contractual and may be updated at any time.

Hartpury's commitment to EDI is detailed in our headline objectives:

Empower our community to embrace equality

We are committed to ensuring that all members of our community are aware of their individual and collective responsibilities and legal duties in relation to EDI. We are committed to increasing equality of opportunity and outcomes.

Celebrate and recognise the strength of diversity

We will increase our understanding of EDI and the challenges that our students and staff may face, nurturing, supporting and enabling them to succeed through staff and student surveys, awareness raising events and networks.

Promote an Inclusive Culture

We promote inclusive learning and working cultures, where everyone can flourish. This is the responsibility of all members of the Hartpury community and is demonstrated through actions and behaviours with the integration of EDI into initiatives and activities across Hartpury.

Apply zero tolerance to all forms of harassment and discrimination

We enable an inclusive environment where everyone can feel inspired to make a difference and where bullying and harassment, discrimination and hate crime are challenged, reported and action taken.

Defining Equality, Diversity and Inclusivity

Equal treatment involves much more than simply treating everyone alike; it requires a recognition that some groups and individuals have particular and specific needs that must be met if they are to enjoy equal access to the services offered by Hartpury. We recognise that Hartpury may need to provide its services in a range of different or more flexible ways, in order to ensure genuine equality of access or opportunity for groups and individuals who approach those services from a position of disadvantage. Valuing diversity involves an acknowledgement of the benefits and intrinsic worth derived from the range of difference within our community and fostering it as a strength. We aim to celebrate and to value the differences between individuals' cultural, social and intellectual contribution to Hartpury and will seek to promote greater mutual understanding between groups and individuals who reflect these differences. We will seek to utilise the talents and experiences that each and every individual can bring to the institution. Inclusivity is the complete acceptance and integration of all students and staff regardless of diversity background that proactively leads to a sense of belonging, engagement and full participation within and across Hartpury. It is about the removal of barriers that exist to equal opportunity for individuals from diverse backgrounds. Our commitment is to identify and remove these barriers to facilitate an environment/campus that is increasingly inclusive.

Legal Framework

The Equality Act 2010 introduces the term 'protected characteristic' to refer to aspects of a person's identity explicitly protected from unlawful discrimination. Nine are identified:

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

However, other aspects of a person's identity, background or circumstance can cause them to experience discrimination, for example a person's socio-economic status, class or background. Hartpury is committed to advancing equality and eliminating discrimination on these and other grounds.

The Equality Act 2010 recognises the following types of discrimination:

- Direct discrimination, including associative and perception discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability

Failure to make reasonable adjustments The Equality Act 2010 requires Hartpury to give due regard to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations.

Scope

This policy covers all staff, current and/or prospective students and visitors irrespective of:

- Age – people of any age, including older and younger people.
- Disability – people with a range of impairments both visible and non-visible for example, diabetes, wheelchair users, blind or deaf people, cancer patients, dyslexia, mental health and HIV.
- Sex – men and women.
- Race – people from all races and nationalities this will include Gypsies and Travellers, Migrant Workers, Asylum Seekers and Refugees, as well as white British people.
- Religion, faith or Belief – people of any religion, for example Christianity, Buddhism, Hinduism, Islam, Sikhism or Judaism, people with any similar philosophical belief for example, Humanism and people with no beliefs.
- Sexual Orientation – people of any sexual orientation, for example heterosexual, gay, lesbian, bi-sexual or questioning.
- Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- Marriage and Civil Partnership - Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
- Gender Reassignment – people preparing the transition from male to female (MTF) or female to male (FTM), people who are currently going through the process of transitioning or people who have transitioned. A transsexual person has the protected characteristics of gender reassignment. Protection remains for people undergoing gender reassignment from discrimination due to absence from work and studies. Transvestites are also included.

It also applies to people using the services of Hartpury such as conferencing facilities or providing a service such as contractors. All of these groups will be expected to adhere to this Policy. Where staff or students are working or studying in locations other than the Hartpury campus they will still be subject to the Policy. The Policy also extends to cover behaviour in the VLE, by email and other social media channels. Breaches of this policy will be taken seriously and may lead to disciplinary proceedings.

Purpose

Hartpury provides education and training which involves work-based training, vocational and professional training, further and higher education, full-time, part-time, and short courses. As such our student base is diverse, bringing on to campus people from all of the different equality groups as well as individuals with various educational experiences and ambitions. Likewise, staff and visitors are diverse and bring their own perspectives and expectations. The procedures enshrined within this policy will ensure that all persons involved with Hartpury are treated with respect, courtesy, integrity and equality of opportunity in all aspects of their contact with Hartpury. Our approach is to ensure that no person associated within Hartpury receives less favourable or more favourable treatment on the grounds of any of the nine protected characteristics. This policy and associated procedures also provide guidance to the wider Hartpury community on the role for every individual in contributing to equality of opportunity. In order to ensure commitment to the principles outlined in the policy and associated procedures, senior managers will liaise regularly with relevant representative bodies (e.g. Student Union, Staff Forum).

Responsibilities

Role	Responsible for
Employee	<ul style="list-style-type: none"> • Read, understand and practically apply this policy. • Complete relevant training regarding equality and diversity. • Work harmoniously with all other staff, students, customers and other people and uphold high standards expected. • Challenge and report any concerns about equality and diversity in a safe manner via one of the routes outlined in this policy. • Teaching and learning staff will deliver materials to students which avoid stereotyping or discrimination and embed equality and diversity into their sessions. • To respect the dignity of all staff and students. • To comply with the law in relation to the protected characteristics that is in force in the UK.
Manager	<ul style="list-style-type: none"> • Set a good example by treating all members of Hartpury with dignity and respect and challenging unacceptable behaviour • Ensure all employees and students are aware of this policy and know how to report discrimination, harassment or bullying and that reporting incidents does not result in victimisation. • Deal with complaints fairly, thoroughly, quickly and confidentially. • To create a positive, inclusive ethos that challenges discriminatory behaviour on the part of the managers, staff or learners.
Human Resources	<ul style="list-style-type: none"> • Will ensure that procedures for the recruitment and promotion of staff encompass best practice at all times, irrespective of who they are within equal opportunities legislative requirements.

	<ul style="list-style-type: none"> • Monitor and act on employee protected characteristic data. • Provide equality and diversity training for staff.
Students	<ul style="list-style-type: none"> • Are expected to adhere to the Student Charter and Code of Conduct. • Report unacceptable behaviour or any discrimination.
EDI Forum	<ul style="list-style-type: none"> • Ensure the EDI action plan is revised annually and all actions monitored.

Implementation

The Equality, Diversity and Inclusivity Policy will be issued to all staff through the Staff Handbook and to students through the joining information available on the website. The Policy is also available on the Intranet and Hartpury website. All Hartpury Procedures will be available to staff and students through the Intranet, , Moodle, Operating Procedures, Policy Manuals and leaflets. Alternative formats for example large print, Braille, audio, other languages can be provided on request.

All applicants will be treated with fairness and equality regardless of their circumstances, as outlined in the Recruitment and Selection Policy.

Induction programmes for staff and students will contain EDI principles and responsibilities.

Hartpury will ensure that all CPD requests are treated with fairness and equality as outlined in the Staff Development Policy. Personal tutors, line managers, teaching and support staff will ensure that individuals are guided and supported by relevant information regarding equality and diversity procedures and principles. Staff training programmes will incorporate general and specific matters relating to EDI with particular reference to new and developing guidance on legislation where appropriate.

All staff who are involved in a Disciplinary or Performance Improvement processes will be treated with fairness and equality regardless of their circumstances, as outlined in the Disciplinary and Dismissal Policy and Procedure and the Performance Improvement Policy and Procedure.

Any member of the Hartpury community who believes they have been subjected to unfair treatment as described in this policy and associated procedures should report their concern to either their personal tutor, line manager or a member of the Senior Management Team.

Hartpury staff have to report any case of alleged discrimination or harassment to the Human Resources Department. Students are required to report any case of alleged discrimination or harassment to the Safeguarding and Wellbeing team.

Equal Pay Statement

Hartpury supports the principle of equal pay for work of equal value and recognises the system should be free from bias and based on objective criteria. As part of our ongoing commitment to putting equal pay principles into practice, we will carry out monitoring of the impact of our pay practices in line with legislative requirements.

Gender Pay Reporting

Hartpury is confident that males and females are paid equally for doing the equivalent or same job and this has been demonstrated in our equal pay audits. Hartpury has policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.

Hate Crime

Hate incidents are expressions, actions or behaviour, which are motivated by hostility or prejudice towards a person's race, religion or belief, disability, sexual orientation or gender identity. When the behaviour amounts to a criminal offence, a hate incident is referred to as a hate crime. Hate crimes should be reported to the police. Hartpury promotes a supportive, inclusive environment where our staff and students can study, work and live in a community that does not tolerate bullying, harassment, hate and sexual misconduct.

Racial Equality

Education has the power to strengthen communities, enrich lives and transform the world, and at Hartpury, we take our role as educators incredibly seriously. The Black Lives Matter (BLM) movement has shown the necessity of a robust education system, which does not shy away from conversations that might feel uncomfortable for some. We know that to be part of the solution, we need to acknowledge the problem, which is why we have made a public statement acknowledging our support for BLM and we are committed to creating and maintaining an inclusive learning and working environment, where equality is promoted, diversity is valued and discriminatory behaviour is not tolerated towards people of colour. We are united as a whole Hartpury community in our dedication to standing up to racism and oppression, and standing in solidarity with the black community, at home and around the world.

Complaints

Any cases of discrimination, harassment, bullying or victimisation will be taken seriously by Hartpury. Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation and Hartpury will make every effort to ensure victimisation does not occur and that any complaints are dealt with promptly and fairly.

Promoting Positive Mental Health

Hartpury will ensure that those who are living with a mental health problem are managed fairly and consistently. In order to fully demonstrate the organisations commitment to changing the way we all think and act about mental health in the workplace, Hartpury has achieved the Student Minds University Mental Health Charter.

Process for Monitoring

The EDI Forum meet termly, and minutes are available on Hartpury's intranet. An EDI Report is presented to the Corporation annually. The EDI Forum review all EDI action plans and statistics relating to staff and students termly.

This Policy will be reviewed by the Deputy Principal - Resources on an annual basis and any changes agreed by the EDI Forum. The Corporation will approve the policy on an annual basis.

SOURCES OF FURTHER GUIDANCE

Equality Act 2010
Human Rights Act (1998)

Reference to Other Policies

Student Charter (University students)
Student Code of Conduct (College students)
Academic and Behaviour Management Procedure (College Students)
Restorative Practice Framework Procedure (College Student)
University Disciplinary Policy (University students)
Student Disability Policy
Child Protection and Safeguarding Policy and Procedures
Grievance Policy (Staff)
Disciplinary & Dismissal Policy and Procedure (Staff)
Complaints Procedure
HE Student Complaints
Recruitment and Selection Policy (Staff)
Harassment and Bullying Policy
Gender Identity Policy
Sexual Misconduct Policy
Health & Wellbeing Policy (Staff)
Whistleblowing Policy (staff)
Flexible Working Policy (staff)

Equality, Diversity and Inclusion

As with all Hartpury policies and procedures, due care has been taken to ensure that this policy is appropriate to all members of staff and students regardless of their age, disability, ethnicity, sex, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation and transgender status.

The policy will be applied fairly and consistently whilst upholding Hartpury's commitment to providing equality to all.

Hartpury is committed towards promoting positive mental health and aims to create a culture of support where staff and students can talk about mental health problems without the fear of stigma or discrimination.

Approval and Review Cycle

DATE LAST APPROVED	July 2023
POLICY OWNER	HR
APPROVING COMMITTEE	Corporation
STATUS	Approved
EFFECTIVE FROM	February 2024
NEXT REVIEW DATE	February 2025
LOCATION OF POLICY	Website: Policies General Intranet: HR Policies

APPENDIX 1 – GUIDANCE AND FURTHER INFORMATION (PROTECTED CHARACTERISTICS)

AGE EQUALITY

Introduction

We welcome students and staff of all ages, and you will be fully supported to enjoy being part of our community. Our inclusive approach to student and staff selection aims to ensure we are recruiting talented individuals based on their abilities, no matter what age they are. You can expect to be part of a respectful and inclusive environment at Hartpury.

Definition of age

The Equality Act 2010 makes it illegal for an organisation to discriminate an individual on the basis of their age. Age is defined as a person belonging to a particular age group, which can include people of the same age and people of a particular age range.

Our Commitment

Hartpury is committed to equality of opportunity for our students and our staff regardless of their age. Our aim is to enable all students to access learning and to improve their personal and professional development, their employability and their chances of success. We will continue to work to narrow age related success gaps. Our recruitment methods and employee support will reflect best practice. We will create opportunities for staff to have a voice via the staff forum and will work to develop excellent professional development and progression opportunities to evolve staff careers, irrespective of age. We will act firmly to eliminate any unfair behaviour arising from differences in age.

DISABILITY

Introduction

We provide a full range of support for staff and students with disabilities. A number of policies and initiatives specifically for staff and students with disabilities aim to reduce barriers, monitor the staff and student experience and help us to achieve equity.

Definition of disability

Disability is defined in the Equality Act 2010. A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

In addition, Hartpury recognises the social model of disability, which defines disability as created by barriers in society such as inaccessible buildings, stereotyping and prejudice, and inflexible policies and practices. We aim to eliminate such barriers for staff, students and visitors to campus.

Our Commitment

Hartpury has adopted the social model of disability, which promotes the right of a disabled person to belong, to be valued, to choose and to make decisions. In adopting this model, we accept that we will have to strive to remove disabling barriers created by attitudes, systems and practices that prevent participation by disabled persons.

We are committed to the development of new and better opportunities for disabled people and aim to develop both practice and delivery options in order to ensure their success. We will promote positive attitudes towards disabled people and will take steps to remove any barriers, by putting in place reasonable adjustments. We will gather and use information on how our policies and practices affect the educational opportunities available to, and on the achievements of, disabled students and staff.

Hartpury is a registered Disability Confident employer. Our commitments include offering an interview to applicants with a disability who meet the minimum essential requirements of the role, anticipating and providing reasonable adjustments as and when required, and providing support to any existing employee who becomes disabled or acquires a long-term health condition.

Please also refer to the Student Disability Policy

SEX/ GENDER REASSIGNMENT EQUALITY

Introduction

Legal sex is the protected characteristic under the Equality Act 2010 that refers to a man or woman. We want to achieve equity for all our students and staff, regardless of their legal sex or gender identity. We aim to provide an environment that is fair and respectful whilst you study or work with us.

Definition

Sex is a protected characteristic under the Equality Act 2010. This means that both men and women are protected from discrimination because of their sex.

Our commitment

Hartpury welcomes people of all genders, in all departments and roles and educational programmes across our curriculum learning environments, including anyone identified as non-binary. We promote an inclusive culture of mutual respect in relation to gender. We do not tolerate gender-based harassment. We will remove barriers and actively encourage inclusive participation in traditionally gender specific job roles, job levels, curriculum areas and programmes of study, in accordance with legislation. Hartpury strives to be a place where people are encouraged to follow their chosen career or learning pathway regardless of gender status and we have built an environment where respect is valued by all.

For further information please refer to the Gender Identity Policy

MARRIAGE AND CIVIL PARTNERSHIP

Introduction

We aim to support all students and staff, regardless of their marital status.

If you are married or in a civil partnership, you can be assured that you will be treated equally and will have access to the same opportunities as staff who have a different relationship status.

Definition of marriage and civil relationship

Under the Equality Act 2010, anyone who has entered into a marriage or civil partnership is protected from discrimination arising from their marital status.

Our Commitment

We are committed to treating civil partners in the same way as married people in employment and training. Any benefits given to married employees will also be offered to civil partners, including flexible working, statutory paternity pay, paternity and adoption leave, health insurance and survivor pensions.

PREGNANCY AND MATERNITY

Introduction

We aim to fully support you if you are pregnant or are a parent at Hartpury, and we understand that this may have an impact on your studies or work from time to time.

If you are pregnant, we want to ensure that your time on Campus is a comfortable one during this time. If you are a parent, we appreciate your responsibilities and would like to offer you relevant support.

Definition of pregnancy and maternity

A pregnant person is protected against discrimination on the grounds of pregnancy and maternity during the period of their pregnancy and any statutory maternity leave to which they are entitled.

For education and service providers, protection has been expanded to people outside of the workplace from discrimination that arises as a result of pregnancy and maternity. For staff, it is unlawful to consider an employee's period of absence due to a pregnancy-related illness when making a decision about their employment.

Breastfeeding parents are also protected.

Our Commitment

We are committed to advancing equality of opportunity for women who are pregnant or have given birth in the last 26 weeks or are breastfeeding, including a student of any age, fostering good relations towards the elimination of discrimination, harassment and victimisation related to pregnancy and maternity, providing support services via our Wellbeing Centre.

RACE EQUALITY

Introduction

We are committed to providing the best support, the best learning experience and the best working environment for students and staff, regardless of racial background. We want you to be confident that racial equality is taken seriously at Hartpury.

Definition of race

The Equality Act 2010 protects people from discrimination on the grounds of race, colour, nationality and/or ethnicity. You may see the abbreviations BME or BAME used in equality monitoring data. BME refers to Black and minority ethnic, while BAME refers to Black, Asian and people of colour.

Our commitment

We are committed to making Hartpury a place where students and staff are valued and respected and able to develop equally. We will promote best practice in race equality and we will identify and combat racism. Racial harassment will not be tolerated within the organisation. We will continue to take positive action to encourage the recruitment of Black, Asian and Minority Ethnic (BAME) groups of students on all courses and to close any gaps in success.

Our curriculum and extra-curricular activities will raise awareness and enable students to gain respect, self-esteem and confidence, preparing them to live in a racially diverse society. We will continue to seek to increase the number of staff, particularly senior staff, from BAME groups and encourage links with supportive professional bodies such as the Network for Black Professionals. We will work to develop role models through our body of students and our community and recognise the contribution they can make to students' aspirations. We will work to secure the fullest participation of BAME students and staff.

Hartpury supports the work of the Black Further Education Leadership Group, and has signed an open letter to the Prime Minister to address systematic racism in further education.

Hartpury supports the work of the Gloucester Race Commission, which was established by Gloucester City Council for an initial period of 12 months to reflect upon and gain a better understanding of experiences of racism with Gloucester.

RELIGION AND BELIEF

Introduction

We aim to support you whether you identify yourself as being part of a particular religion or belief, or whether you identify as having no religion.

Definition of religion and belief

Under the Equality Act 2010, it is unlawful to discriminate against someone because of their religion or beliefs. Protection from discrimination also applies to those who have no religion, for example, people who identify as atheists.

Our Commitment

Hartpury welcomes people of all faiths and none, and will promote learning and understanding between religions. We will act firmly to eliminate any discriminatory behaviour arising from differences in belief. We will work to secure respect for beliefs, faiths and religions and welcome all of them equally, providing opportunities for the faithful to celebrate their beliefs. As a learning organisation, we will place firm emphasis on the primacy of education and we will develop and deliver our curriculum to strengthen moral and social awareness wherever it is appropriate.

The Chaplaincy provides spiritual support and facilities for staff and students of all faiths and none. Hartpury is strongly committed to interfaith working.

The chaplain has strong connections with the local community and its communities of faith. The chaplain can advise on local places of worship and how your faith interacts with academic life and your chosen discipline. Events are held throughout the year to mark and celebrate a variety of religious dates.

SEXUAL ORIENTATION

Introduction

Lesbian, Gay, Bisexual, Queer and Trans students and staff, as well as those who, are questioning their sexual orientation or gender identity, or identify with another sexual orientation not listed here (LGBTQ+) are an important part of our Hartpury community. We aim to provide an open and relaxed environment where you can be yourself, whatever your sexual orientation.

Definition of LGBTQ+

The Equality Act 2010 defines sexual orientation as orientation towards people of the same sex (lesbian or gay) orientation towards people of a different sex (heterosexual), and orientation towards people of the same sex and different sex (bisexual or pansexual). We recognise that sexual orientation covers a wide range of identities and the term LGBTQ+ is used as an 'umbrella' term for anyone who does not identify as heterosexual.

Our commitment

Hartpury celebrates the diversity of its staff and students and welcomes people of any sexual orientation. We will actively challenge homophobia when it arises. Hartpury will be a place where the LGBTQ+ community is visible, valued and its contribution to the organisation and wider world is recognised.