

Equality, Diversity and Inclusion Policy Statement

1. Policy Statement

- 1.1 The University of Worcester values and celebrates the diversity of all its students and staff, and its wider community.
- 1.2 We are committed to creating an environment free from discrimination, bullying, harassment or victimisation, where all members of our community are treated with respect and dignity. We aim to create a culture of dignity and inclusivity within our community, providing a working and learning environment, where all members are valued for their contribution and individuality.
- 1.3 We recognise that discrimination and bias have existed and continue to exist in society including in higher education and we acknowledge our own responsibilities in this regard. We seek to address these issues both within our community, and further afield, through our actions and inclusive approach which we hope will inspire others. We acknowledge that this work will never be completed, there will always be challenges for members of our community to overcome both as part of our community and within their wider lived experience, and we will endeavour to reduce, and ultimately remove, these challenges. We believe that all members of our community have a responsibility towards creating a genuinely inclusive environment for others to flourish and thrive in.
- 1.4 Through our policies and practices we work to ensure that all are welcome in our community and have an equal opportunity to succeed regardless of any aspect of their identity, such as age, disability, gender (including gender reassignment, marital status, pregnancy and maternity), ethnicity (including race, colour or nationality), religion or belief (including non-belief), sexual orientation or social-economic background.

2. Our Commitments

- 2.1 In addition to complying with our legal duties under the Equality Act 2010, the University has identified six high-level commitments which will enable us to achieve our vision:

1. We commit to embedding EDI in the design and delivery of all our core activities: in our educational offer, both in terms of our learning and teaching practice and our curriculum; in our research, both in how we support research but also in carrying out our research; in our public and community engagement and our wider Knowledge Exchange.
2. We commit to assuring that our strategies, policies and practices are inclusive to students and staff from all backgrounds.
3. We commit to ensuring that all members of our community and visitors to the University are treated with respect and dignity and receive fair and equitable treatment in all aspects of their engagement with the University.
4. We commit to ensuring that all members of our community are aware of their individual and collective responsibilities and legal duties in relation to equality and diversity through providing up-to-date training, development and guidance.
5. We commit to providing a clear framework which enables any unwanted conduct, behaviour or practice to be reported and which assures our students and staff of a robust process of investigation and appropriate action.
6. We commit to demonstrating visibility and accountability for EDI among our senior leadership.

2.2 The University's approach to delivering on these commitments in this Policy Statement are set out in the [Equality, Diversity and Inclusion Framework](#).

3. Responsibility for EDI

3.1 Board of Governors

The Board of Governors has ultimate accountability for compliance with the University's equality obligations. Oversight, on behalf of the Board, of these matters rests with the Board's People & Culture Committee.

3.2 Vice Chancellor

Leadership for the implementation of the Policy and Strategy rests with the Vice Chancellor and Chief Executive and members of the University Executive Board (UEB).

3.3 Equality, Diversity and Inclusion Oversight Group

The role of the Oversight Group is to advise the Vice Chancellor and University Executive Board on the development of the University's equality, diversity and inclusion policies, framework and schemes.

3.4 University Community

All members of the University community, including staff, students, members of the Board of Governors and University College of Fellows, have a responsibility to ensure that their behaviour to each other and to the wider community is respectful, and encourages a positive and inclusive environment.

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