

# **EQUALITY, DIVERSITY, AND INCLUSION POLICY**

1 The University of Law's (the University) Equality, Diversity and Inclusion Policy has been informed by:

- 1.1 The Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society.
- 1.2 The Quality Assurance Agency's Quality Code for Higher Education, specifically the Advice and Guidance on Enabling Student Achievement. The QAA's Quality Code is the definitive reference point for all UK higher education institutions and sets out how academic standards are established and maintained and how the quality of learning opportunities are assured and enhanced.

2 Equality is core to our University Strategy which sets our values and goals. We want all our staff and students to reflect the global and diverse environment we live in. We aim to be a place where people can be free to be themselves no matter what their identity or background.

## Introduction

3 The University recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success. We want our staff and students to reflect the diversity of the regional, national, and international communities that we provide for, and we aim to be a place where people can feel free to be themselves.

4 The University will seek to ensure that equality, diversity and inclusion are embedded in all our activities, at all levels, and within our activities, policies and decisions.

5 The University recognises that central to this policy is its responsibility for the academic standards of all awards granted in its name and the quality of learning opportunities for students. This policy sets out the scope of the University's Equality, Diversity and Inclusion.

6 The University is committed to:

- 6.1 equal opportunity for all its students irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, nationality, sex or sexual orientation class;
- 6.2 complying fully and transparently with all applicable legal requirements set out in the Equality Act 2010; and

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23.1 Access and Participation Plan;

23.2 Access and Participation Statement;

23.3 Recruitment, Selection and Admissions Policy;

23.4 Widening Participation and Diversity Strategy;

23.5 Disability Support and Inclusion Policy.

24 The University has a range of mechanisms for supporting students onto our programmes, including setting entry criteria for admission which take into account a range of traditional and non-traditional qualifications.



36 Students are supported by specialist staff to be able to access additional external support, such as funding through Disabled Student Allowance (DSA), where appropriate.



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46.5 data produced as part of the University's Widening Participation Plan.

47 All data used as part of the monitoring process will be managed in accordance with the Data Protection Act 2018 and the EU General Data Protection Regulations (GDPR).

## Responsibility for the provision

48 Responsibility for giving effect to the Equality and Diversity Policy of the University is shared across all staff and functions, both individually and collectively, of the University.

## Monitoring and evaluation of provision

49 Formal responsibility for monitoring and evaluation of this policy lies with the Academic Board. This activity is supported by key data produced as part of programme annual monitoring.

## Version history:

| Version | Amended by                | Revision summary  | Date        |
|---------|---------------------------|---|-------------|
| V1.0    | Head of Quality Assurance | First version of the policy which includes content from the previous 'Equality and Diversity Policy'. This current version now replaces the existing Equality and Diversity Policy. | August 2019 |
| V1.1    | Registry Officer          | Change to coding convention   | 23/03/20    |
| V1.2    | Senior Quality Officer    | Further naming convention clarifications  | 26/03/20    |