

## Equality, Diversity and Inclusion Policy

### 1. Policy Statement

At Ravensbourne we have a vision to inspire a highly diverse range of people, valuable to and valued by the world beyond the university. Situated in the heart of London, diversity is in our DNA. We are proud of the many abilities, ethnicities, cultures, identities, and religions that make up our creative community. Our students, staff, alumni, and collaborators are dynamic, diverse, and exceptionally talented. We're proud of our legacy as a south-east London university that serves the local area and welcomes students from around the world.

We want our workforce to be truly representative of all sections of society and our creative community. Everyone should feel respected, supported, and able to thrive.

We understand that educational establishments have a historic position of power and privilege. We have a commitment to encouraging Equality, Diversity and Inclusion (EDI) among our community and eliminating unlawful discrimination. We must also play an active role in helping to dismantle structural inequality and address how we can transform the future. It's critical that we continually ask questions about power, representation and how we include our entire community.

What do we mean by:

- **Equality:** We have a duty to protect all our staff and students from harassment, discrimination, or victimisation on the grounds of their perceived, actual or connection to protected characteristics. Members of our community can all access opportunities and resources.
- **Equity:** We go beyond equality, acknowledging this is not enough. We recognise the need to take positive action and make changes to "level the playing field" to enable equity of outcomes.
- **Diversity:** People in our community have a wide range of identities, skills, backgrounds and experiences that intersect to make them who they are. There is strength in diversity of people, approach, and thought. We acknowledge and celebrate diversity and difference, knowing we can always learn more.
- **Inclusion:** Everyone is considered in our decisions and actions. Different experiences and perspectives are valued. Our space is one where people feel safe to participate, engage and learn.
- **Belonging:** We are all welcomed and respected as part of the Ravensbourne Community, whatever part we play within in it.

We take our approaches into our work with industry and other partners, seeking change opportunities wherever our people are.

## 2. Purpose

The purpose of this policy is to:

- Set out our key principles and commitments in relation to EDI.
- Make it clear that discrimination, harassment, bullying and victimisation are unacceptable.
- Promote a positive working and learning environment for everyone, free from inappropriate or unacceptable behaviour.
- Highlight that everyone plays a part in creating this thriving environment.
- Provide a framework for respect and good conduct to prevent and eliminate all forms of bullying and harassment. This includes online harassment, racial harassment, sexual harassment, and sexual misconduct.

This policy applies to all staff of the university, including sessional lecturers, one off workers and student staff.

Staff and students of Ravensbourne must also uphold our Community Code of Conduct as found in the General Academic Regulations here: [Human Resources - Community-Code-of-Conduct.pdf - All Documents \(sharepoint.com\)](#)

This policy does not form part of, and is not intended to vary, the contract of employment or worker's contract. It may be amended from time to time, as necessary.

## 3. Principles

The key principles of this policy are:

1. Ravensbourne demonstrates equality, fairness, and respect in all in our interactions with staff, whether temporary, part-time or full-time.
2. Ravensbourne does not unlawfully discriminate against individuals or groups based on characteristics protected under the Equality Act 2010.
  - Age.
  - Disability.
  - Gender reassignment.
  - Marriage and civil partnership.
  - Pregnancy and maternity.
  - Race (including colour, nationality, and ethnic or national origin).
  - Religion or belief.
  - Sex.
  - Sexual orientation.
3. Ravensbourne opposes all forms of unlawful discrimination. This includes but is not limited to:
  - Pay and benefits.
  - Terms and conditions of employment.
  - Dealing with grievances and discipline.
  - Dismissal.
  - Redundancy.

- Leave for parents.
  - Requests for flexible working.
  - Selection for employment, promotion, training, or other developmental opportunities.
4. Ravensbourne expects everyone in our community to treat each other with dignity, respect, courtesy, and consideration.
  5. Ravensbourne expects everyone in our community to take personal responsibility in complying with this policy and to demonstrate active commitment by:
    - Actively discouraging all forms of discrimination, bullying, harassment, and victimisation.
    - Suitably challenging inappropriate behaviour where they feel able to do so or raising their concerns with the appropriate person.
    - Supporting any member of the University who feels they have been subject to discrimination, bullying, harassment or victimisation.
    - Proactively seeking opportunities to develop their knowledge of EDI issues and encouraging others to do the same.
  6. Ravensbourne expects those in leadership and management roles to set the standard for positive behaviours, take responsibility for highlighting good practice and ensure concerns are investigated and acted upon.
  7. Ravensbourne will always investigate, and if required take appropriate action, in line with our policies and procedures on all issues raised in relation to EDI.
  8. Ravensbourne is required in certain cases to report concerns to the relevant authorities including the police and the DBS. For example, but not limited to cases of:
    - Hate Crime.
    - Serious assault.
    - Threat of serious assault.

#### **4. Commitments**

We are committed to upholding our responsibilities as an employer and an educational institution to EDI. We aspire to go beyond our legal requirements to deliver best practice EDI. We will continue to develop, learning from and alongside our community.

In support of this policy Ravensbourne is committed to the following.

1. Encouraging and promoting EDI in our workplace and within our collaborative and partnership environments.
2. Creating and maintaining an environment free of discrimination, bullying, harassment, victimisation where dignity and respect are paramount.
3. Celebrating difference and recognising contributions to Ravensbourne from all members of our community.
4. Providing guidance, resources, and learning and development opportunities for staff and managers to continually improve their understanding in relation to EDI.

5. Ensuring staff understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, suppliers/contractors and the public.
6. Taking all complaints of discrimination, bullying, harassment, and victimisation seriously and responding in line with the relevant internal procedures or external requirements.
  - Such acts will be dealt with as misconduct under the relevant policy and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
  - Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations.
  - Harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
  - Crimes committed against someone because of their race or religion, sexuality, disability or because they are transgender are Hate Crimes.
7. Supporting and encouraging all staff to develop to their full potential, through good management and other opportunities for learning, development, and progression.
8. Making decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
9. Reviewing employment practices and procedures regularly to ensure fairness. Updating these in line with best practice and changes in the law, and ensuring changes are communicated and understood.
10. Monitoring and reporting on the diversity of the workforce to help drive equality, diversity and inclusion.
  - This will include assessing the effectiveness of this policy and any supporting activities and reviewing and updating as needed to address any issues and continue to improve.
11. Taking the appropriate steps to assess the equality impact of relevant activities in line with our duty.
12. Striving to continually learn and improve in our EDI practices and approaches, aiming to achieve equity of outcomes.
13. Fostering a sense of inclusion and belonging for all staff and students regardless of background, and to eliminate any barriers to this.
14. Encouraging and supporting difficult conversations about discrimination.

## **People and Culture**

**12 June 2023**

## **Related Policies and Procedures**

- Dignity at Work
- Disciplinary Policy and Procedure

Date Created: 25<sup>th</sup> July 2023

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- Staff Grievance Policy and Procedure
- Student Complaints Policy
- RUL Community Code of Conduct

## APPENDIX 1

### Relevant Definitions

<b>Discrimination</b>	By law (Equality Act 2010), when anyone is treated unfairly because of any of the nine protected characteristics. <b>Direct Discrimination.</b> Someone with, or who is believed to have, a protected characteristic is treated less favourably. <b>Indirect Discrimination.</b> A particular process, policy or arrangement applies equally to a group but in practice puts those with a protected characteristic at an unfair disadvantage. <b>Discrimination by association.</b> Someone is treated less favourably because they are associated with or connected to someone with a protected characteristic.
<b>Bullying</b>	There is no legal definition of bullying. It can be described as unwanted behaviour from a person or group that is either: <ul style="list-style-type: none"> <li>• Offensive, intimidating, malicious or insulting.</li> <li>• An abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.</li> </ul>
<b>Harassment</b>	By law (Equality Act 2010), there are three types of harassment: <ul style="list-style-type: none"> <li>• Sexual harassment, which is unwanted behaviour of a sexual nature.</li> <li>• Harassment related to certain 'protected characteristics' under the Equality Act 2010</li> <li>• Less favourable treatment as a result of harassment related to sex, sexual harassment or gender reassignment.</li> </ul>
<b>Victimisation</b>	Someone is treated unfairly because they made or supported a complaint to do with a 'protected characteristic', or someone thinks they did or might do.
<b>Online harassment</b>	May take the form of intimidating, offensive, or graphic posts or threats on social media sites or chat rooms, or communications by email, text, or instant messaging.
<b>Hate Crime</b>	A crime or crimes committed against someone because of their race or religion, sexuality, disability or because they are transgender.

People and Culture  
25<sup>th</sup> July 2023