



**Vice-Chancellor: Professor John Last**

## **EQUALITY AND DIVERSITY POLICY STATEMENT**

**Director of Human Resources**

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Document Reference HR/PP/22a

Next Review

Originated November 2011, Updated November 2012

Updated for NUA January 2013

Revised April 2014

March 2015

## **Equality and Diversity Policy Statement**

Norwich University of the Arts is committed to creating an inclusive and supportive learning and working environment based on mutual respect and trust. We will continue to celebrate and value diversity within the University Community of staff, students, contractors and visitors, as well as the wider community.

This Equality and Diversity Policy Statement looks at ways to positively promote equality of opportunity and to challenge and strive to eliminate unlawful discrimination. The University acknowledges the duty of higher education in promoting equality of opportunity and furthering social inclusion. The University's commitment to equality and diversity is made explicit throughout its Strategic Plan and is integrated into all aspects of the University's culture. A successful equality and diversity strategy requires the active support of the entire University community and encourages commitment, involvement and sharing good practice.

### **Roles and Responsibilities**

- The Vice-Chancellor and the University Council have ultimate responsibility for ensuring that the University meets the commitments detailed within this policy statement and the Single Equality Scheme.
- The Equality and Diversity Committee have responsibility for steering and monitoring action on equality and diversity in order to support achievement of the commitments set out within this policy statement and the Single Equality Scheme.
- Senate has responsibility for monitoring progress on the implementation of equality and diversity.
- Managers are responsible for ensuring that staff and students are aware of their responsibilities, understand and apply this policy. They are also responsible for promoting equality and diversity throughout the activities in their area.
- Staff and students must ensure that their behaviour and actions do not discriminate unlawfully and that they are not harassing or bullying others.

In addition, all academic staff are responsible for:

- promoting equality and diversity through their teaching programmes and through relations with students, staff and the wider community;
- ensuring that the curriculum covers the knowledge, skills and values which students need to tackle discrimination when they meet it and to help them to understand and value diversity.

### **Commitment**

In order to translate the above Policy Statement into action, the University will:

- Communicate and promote its commitment to equality and diversity to all members and prospective members of the University community.
- Provide equality and diversity training for staff and students.
- Ensure that staff and students know where to access information and support regarding equality, diversity, harassment and bullying issues.

### **Equality and Diversity Policy**

The actions the University will take to implement this equality and diversity policy are outlined in its Single Equality Scheme.