

HR Policy - Equality, Diversity and Inclusion Policy

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1. Purpose

The University of Hull's commitment to social justice and inclusion is integral to our core values and at the heart of our vision for a fairer, brighter future. The University of Hull is a community where everyone can contribute and be appreciated for who they are. All staff, students and University representatives help to make our talented University community what it is. We are committed to social justice through inclusion, respect, fairness and diversity with the aim to exemplifying the best practices within our sector and challenging others to do the same. We will drive the systemic and cultural changes needed to progress this work meaningfully and at pace. We expect all our campus communities, employees, contractors, students, invitees and visitors to be treated, and to treat others, with dignity and respect. We have a zero-tolerance approach to discrimination, harassment and bullying.

1.1 This policy should be read in conjunction with our Workplace Fairness Guidance.

1.2 Any legislative changes will supersede this policy.

2. Scope/Eligibility

2.1 This policy applies to all staff, students and visitors.

3. Principles

We are committed to meeting our obligations under the Equality Act 2010 (the Act), which requires the University to show no discrimination as required by law on account of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The University will always act lawfully and transparently to create a culture of responsibility and accountability, where we learn from experience to positively influence networks, cultures, institutes, and entities around the world. We must take action when witness to any forms of bullying and harassment, this may include supporting people with particular protected characteristics. In addition to its obligations under the Act, the University will champion tackling and preventing bullying and harassment in all its forms. We build upon the expertise and diversity of members to create promising practice an adopt policies and procedures that define expected standards of behaviour. We partner with other Charters, quality frameworks and industries to champion transformative institution-wide cultural change, informed by data and lived experiences, and executed by focused resources.

At the University we encourage everyone to be 'good citizens', taking responsibility for the impact of their own actions and for calling out inappropriate behaviour of others. We promote a culture where everyone, individually and collectively, has an important role to play and encourage everyone to use their experiences to influence positive and transformative change.

Aim

This policy and accompanying guidance documents support our commitment to addressing under-representation where it exists, celebrating the diversity of our students and staff, nurturing communities of belonging in which all are accepted without exception, and promoting inclusion, well-being, resilience and empowerment to enable everyone to reach their full potential. It underpins our determination to confront and eradicate violence, harassment and assault in all its forms, including misogyny, harassment and violence against women, racially, religiously or culturally motivated assaults or violence experienced by individuals or groups related to other personal or protected characteristics.

Our Legal Obligations

Under the General Equality Duty set out in the Equality Act 2010 (the Act) the University has obligations as both an employer and as an education provider. This means that we must, in the exercise of our functions, have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; Advance equality of opportunity between people who share a protected characteristic and those who do not;

Foster good relations between people who share a protected characteristic and those who do not. In addition, as a public authority, we must: Publish information to demonstrate our compliance with the General Equality Duty across our functions; Prepare and publish equality objectives.

The Equality Act 2010 (the Act) protects people from discrimination related to 'protected characteristics'. The protected characteristics included in the Act are:

Protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (includes colour, nationality, ethnic or national origins)
- Religion or belief (includes no religion or belief)
- Sex
- Sexual orientation

4. Equality, Diversity and Inclusion

- 4.1 All colleagues are to be treated with respect. Our Equality, Diversity and Inclusion policy applies to the application of all our HR policies.

5. Further Information

- 5.1 This Policy is not contractual and is not intended to be incorporated into individual terms and conditions of employment. It may be subject to review, amendment or withdrawal but any changes will be made following consultation with the recognised trade unions.

6. Monitoring

- 6.1 This policy will be reviewed, including relevant data as available to monitoring the effectiveness of its application, at the review date in consultation with the recognised local trade unions.

7. GDPR

- 7.1 All collected data will be managed and processed in accordance with the [University's Data Protection Policy](#) and retained in line with the [University Retention Schedule](#).
- 7.2 Data will be securely stored within the MyHR system and physical records maintained within the individuals central HR file. In cases where deemed necessary, data may also be securely stored within relevant departments. Access to this data is restricted to staff whose responsibilities necessitate the use of such information for the execution of their roles.
- 7.3 For further details regarding the handling of your data, please refer to the [University's Staff Privacy notice](#) or contact the Data Protection team - dataprotection@hull.ac.uk

8. Version control record

Version number	Summary of changes including paragraph numbers	Date approved by PWG
1	New Policy created	August 2023