

THE UNIVERSITY OF BIRMINGHAM

FAIRNESS AND DIVERSITY POLICY

1. Introduction

1.1 The University of Birmingham's commitment to equal opportunities is embodied in its Charter of Incorporation dating back to 1900. Article 13 of the Charter provides:

“No discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion or sexual orientation shall be exercised by the University in the admission of students, or the appointment of staff or the awarding of any Degree Diploma or Certificate, or generally, in the execution of any of its Objects as laid down by the Charter.”

1.2 This Policy is intended to support the commitment set out in the Charter and applies to both staff and students of the University. It sets out overarching provisions in relation to all areas of equality and diversity within the University and it is intended that this Policy will be supplemented from time to time by appropriate schemes, strategies, codes of practice, guidelines and the like, developed to support this Policy and to take account of changes in legislation.

1.3 The Policy will be reviewed by the University's Equality and Diversity Committee on a regular basis and in any event not less than every three years.

1.4 For the avoidance of doubt, this Policy does not deal specifically with the issues of race or disability equality. The University's Race Equality Policy can be found at <http://www.hrpolicy.bham.ac.uk/polandproc/>. The University will develop other policies as appropriate to support specific areas of equality and diversity.

2. Policy Statement

2.1 The University of Birmingham recognises the value and dignity of each individual and will treat them with fairness and respect. The University acknowledges the adverse effect any form of discrimination will have on its members as regards their career or academic progress and their loss of self-worth.

2.2 The University will therefore use its best endeavours to:

2.2.1 create an inclusive community, which promotes diversity and equality of opportunity for all;

2.2.2 provide its students, staff and visitors with a welcoming, secure and supportive environment in which all members are free to achieve their full potential;

2.2.3 implement strategies aimed at promoting equality of opportunity and reducing and eventually eliminating discrimination.

3. Responsibilities

3.1 The University

The overall responsibility for compliance with equal opportunities legislation and the implementation of this Policy lies with the Council of the University, who acting through the University Strategic Management Committee (USMC) and the Strategy, Planning and Resources Committee (SPRC) will

3.1.1 delegate the management of obligations to relevant staff and committees including, but not limited to the University's Equality and Diversity Committee

3.1.2 establish such procedures as are necessary to ensure that the University meets its obligations both under statute and also pursuant to this Policy.

3.2 Individuals

Notwithstanding the University's overall responsibilities above, individual members are also required to support and uphold this Policy to ensure its success. Specifically, members of the University:

3.2.1 must not directly or indirectly discriminate (or encourage others to discriminate) unfairly in relation to:

3.2.1.1 the admission and supervision of students

3.2.1.2 the recruitment, promotion and management of staff

3.2.1.3 the provision or procurement of goods and services on behalf of the University;

3.2.2 must not victimise any person who has complained of harassment or unfair discrimination or who has assisted in connection with such a complaint;

3.2.3 should actively seek to promote equality of opportunity for others and endeavour to create an inclusive community which promotes diversity and equality of opportunity for all.

3.3 Visitors

All visitors to the University, together with those contracted to work at or for the University (including those with honorary contracts) will be expected to comply with this Policy.

3.4 Contractors and Suppliers

3.4.1 The evaluation and selection processes for contractors and suppliers (including consultants) may include the extent to which contractors and suppliers comply with equal opportunities legislation and the University's Fairness and Diversity Policy. Contractors or suppliers that are unable to demonstrate such compliance should be excluded from consideration of the contract in question.

3.4.2 Where appropriate the University shall monitor and review on a regular basis the extent of contractors' and suppliers' compliance with legislation and the University's Fairness and Diversity Policy.

3.4.3 All contracts should include provisions requiring compliance by the contractor or supplier with legislation and the University's Fairness and Diversity Policy and for termination in the event of breach or non-compliance thereof.

4. **Complaints**

4.1 Notwithstanding its commitment to tackle discrimination and to promote diversity, the University recognises that problems may still arise from time to time. Any complaint will be taken seriously and dealt with in a timely and sensitive manner and in accordance with the relevant grievance and disciplinary procedures.

4.2 The Student complaints procedure is set out in the Student Handbook or at www.ppd.bham.ac.uk/policy/cop/complaint.htm

4.3 The Staff grievance procedure is available from Human Resources or can be viewed at <http://www.hrpolicy.bham.ac.uk/polandproc/>.

4.4 Staff or students who believe they may be victims of harassment and who seek advice or assistance should refer initially to the University's website at <http://www.hrpolicy.bham.ac.uk/polandproc/>.

5. **Further Information and Guidance**

Further information on equality and diversity issues is available:

5.1 Within the University:

- Student Support & Counselling Service - www.sscs.bham.ac.uk
3 Elms Road Edgbaston B15 2TT - 0121 414 5130
- The Arc, (Advice & Representation Centre), Guild of Students –
www.bugs.bham.ac.uk/support/arc - 0121 251 2400

- Susan Squire, Diversity Adviser, Human Resources
s.squire@bham.ac.uk - 0121 414 2673

5.2 Outside the University:

- Equality Challenge Unit – www.ecu.ac.uk
- Equal Opportunities Commission – www.eoc.org.uk
- Commission for Racial Equality – www.cre.gov.uk
- Disability Rights Commission – www.drc-gb.org