



EQUALITY OF OPPORTUNITY
Staff & Student Induction
2019-2020

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Aim of the Presentation

Simply put, the aim is:

‘to introduce staff and students to the key features and importance of the UCB Equality of Opportunity Agenda’

UCB Commitment

□ UCB is committed to:

- **Fairness**
- **Justice**
- **Equality**
- **Dignity**
- **Respect**

➤ **What's in it for you ?**

- **Personal strength**
- **Resolve**
- **Esteem and self-worth**
- **Assertiveness and self protection**

The UCB Community

- **The diverse, vibrant and tolerant community that is UCB is based upon:**
 - **Mutual Understanding**
 - **Mattering**
 - **Loyalty**
 - **Reciprocated Experiences**
 - **Respecting**
 - **Capacity of Going the Extra Mile**
 - **Commitment and Responsibility**

Fundamental Principles

RIGHTS

- **You** have the **RIGHT** to be here
- **You** have the **RIGHT** to be treated with **fairness, justice, equality, dignity and respect.**

RESPONSIBILITIES

- **You** have a **RESPONSIBILITY** to ensure your rights are upheld.
- **You** have a **RESPONSIBILITY** to ensure that the rights of others are upheld.
- **WE** have a **RESPONSIBILITY** to ensure that equality policies and codes of practice are upheld.

ACTIONS

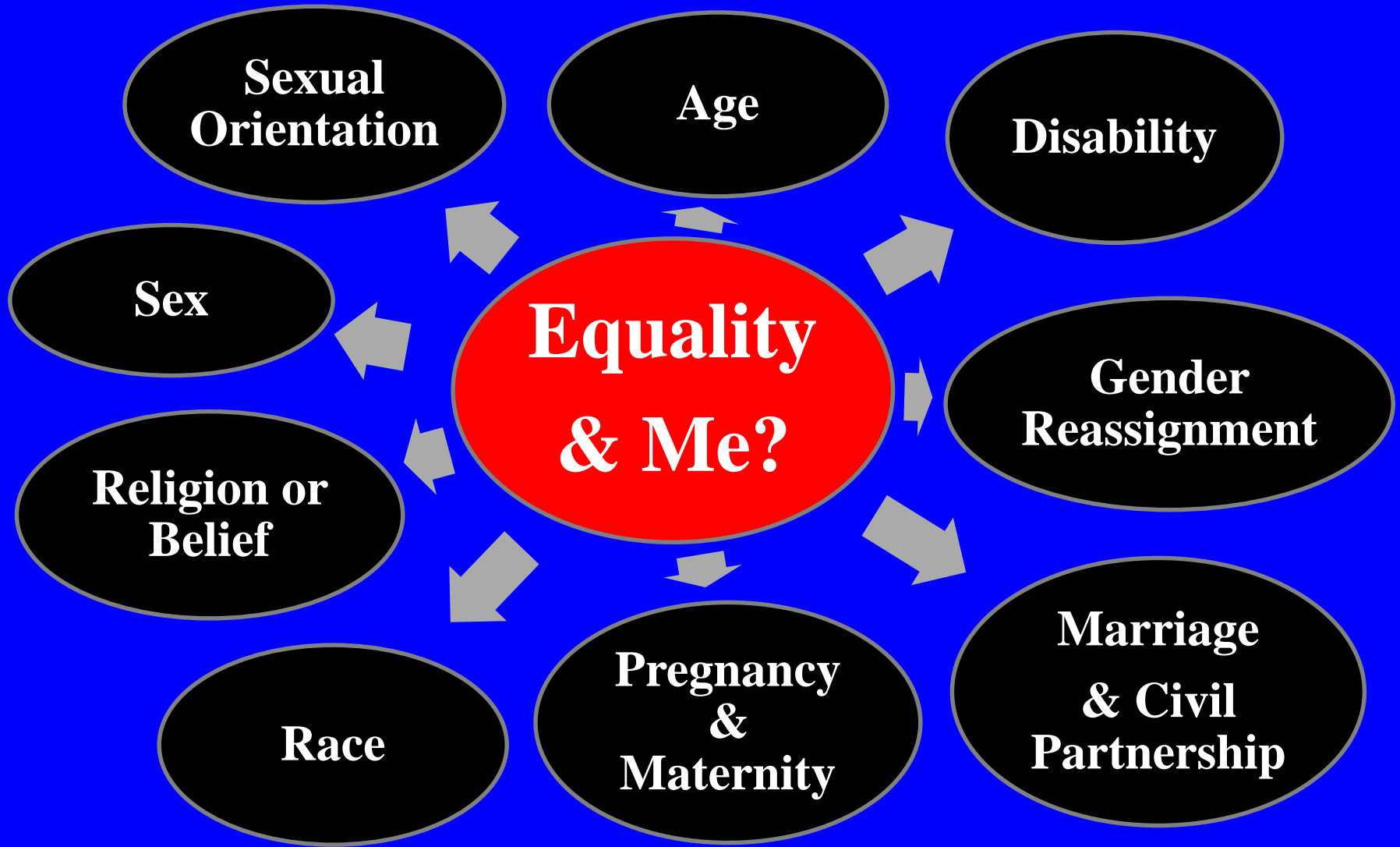
- **Enabling Actions** - promote equality, diversity and rights.
- **Punishing Actions** - Failure to comply can result in e.g. **Warning (Verbal/Written), Suspension, Exclusion/Dismissal.**

The Equality Act 2010 (1)

- **Protects people from unlawful discrimination on the grounds of:**
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex, and
 - Sexual orientation

THE EQUALITY ACT 2010 (2)

Protected Characteristics & Public Sector Equality Duty



The Equality Act 2010 (3)

□ Three general duties by the Equality Act 2010

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

Remember:

These duties are the responsibility of everyone: UCB, Staff, Students, Guests, Clients & other Users of UCB.

Key Policies And Codes Of Practice

- Equality of Opportunity Policy.
- Disability Statement.
- Religion or Belief Policy.
- Equal Opportunities Code of Practice – Grievance Procedure (Discrimination, Harassment, Bullying and Victimisation).
- Equal Opportunities Code of Practice (Complaints Procedure for Discriminatory Behaviour and Incidents).
- Single Equality Scheme and Action Plan.
- Equality of Opportunity Feedback Proforma.
- UCB EO Staff, Students & Clients Information Leaflet 2019-20.

All documents can be accessed at: www.ucb.ac.uk, About Us, Policies and Procedures, Equality of Opportunity.

Reasons For A Written Policy & Codes

- To ensure that all staff, students, users of UCB facilities and external partners are aware of their rights and responsibilities under the law and the consequences of non-compliance.
- To promote equality of opportunity, diversity and anti-discriminatory practice in delivery, and to comply with legislative requirements.
- To promote equality legislation including The Equality Act 2010.

Areas Of Grievance

- ❑ What do the following terms mean?
 - **Discrimination?**
 - **Harassment?**
 - **Victimisation?**
 - **Bullying?**

- ❑ What are the consequences?
 - They are: **Deadly. Dangerous. Destructive. Detrimental.**
 - Actions which promote any of these are illegal and may also break UCB's equality policies.
 - **Remember they are banned from UCB.**

- ❑ What action is needed?
 - **If you see any of them around, let us know.**

Mental Health And Wellbeing **And Safeguarding**

- ❑ **UCB implements the principle that mental health and wellbeing is essential to ALL persons** [trustees, staff, students, users and other service providers];
- ❑ **UCB has procedures, processes and support mechanisms in place** to enable effective practices which takes the individual's needs as primary.
- ❑ **UCB's mental health and wellbeing practices is linked to emotional and physical resilience, Safeguarding and PREVENT frameworks.**

You, Social Media & Other Actions And UCB

- ❑ **Posting inflammatory or inappropriate content on social networking sites, may contravene UCB's Equal Opportunities Policy.** This includes inappropriate and/or abusive content relating to:
 - any part of University activity,
 - its staff,
 - students,
 - placement or work experience providers and their employees

- ❑ **Actions which has the potential to bring the name of UCB into disrepute, whether in UCB or elsewhere, may contravene UCB's Equal Opportunities Policy.**

- ❑ **PLEASE NOTE:**
 - **Your social media content and comments, and other actions, may affect: your study, your employment, legally.**

Some Key Contacts

- **Dr Godfrey Henry – Equality and Diversity Co-ordinator**, Room 323, 3rd Floor, Summer Row.
- **Centre for Academic Skills and English Staff – for CASE SENSitive (Disability Support)**, Centre for Academic Skills and English, Library - Camden House East / Library & Resource Centre (Richmond House); email: asc@ucb.ac.uk.
- **Neil McStravick, Student Welfare and Safeguarding Manager**, Single Point of Contact for All Safeguarding and Issues, Room 323, 3rd Floor, Summer Row.
- **Janet Mcloughlin – Health and Wellbeing Manager**, Health and Wellbeing services and activities, within Hired, 7th Floor, Summer Row.
- **Stephen Dudley – Assistant Director**, Centre for Academic Skills and English, Camden House East.
- **Your Programme Managers and Tutors.**
- **Guild of Students – President & Welfare Officer** (for Students).
- **Line Managers and Personnel Unit** (for Staff).
- **Robin Dutton – Director of Quality Systems**, Academic Registry, Room 629, 6th Floor, Summer Row.
- **English Language Support & Academic Development Sessions**: Contact: asc@ucb.ac.uk.

Equality of Opportunity

Are there any Questions?

Thank You!