



EQUALITY OF OPPORTUNITY

Staff, Students & Clients

Information Sheet 2019-20

Endorsed by



Extracts from UCB's Equality of Opportunity Policy Documents, revised by the Equal Opportunities Committee, 15 October 2019.

Over the years UCB has taken a very positive approach in the implementation of its Equality of Opportunity policy. To continue this process, the following provides a brief overview of equality related information which you may find useful.

UCB Corporate Principle: '**Service Before Self**' applies to All through:

FAIRNESS JUSTICE
EQUALITY RESPECT
DIGNITY

EQUALITY OVERVIEW

University College Birmingham is located in a diverse multi-racial, multi-ethnic and multi-cultural city, with people of different social backgrounds, ethnicities, faiths, and generations. UCB recognises that, within its local catchment areas and its national and international operating environments, there are people from a rich diversity of cultural backgrounds, with a range of differing abilities and previous educational experiences, all of whom can benefit from and contribute to the life of the institution. The values of diversity, mutual respect, tolerance and equality of opportunity are fundamental to our ethos.

Reasons For A Written Policy

- To ensure that all trustees, staff, students, users of UCB facilities and external partners are aware of their rights and responsibilities under the law.
- 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.

THE EQUALITY OF OPPORTUNITY POLICY

Incorporating Equal Opportunities, Race Equality, Gender Equality, Disability Equality, Religion or Belief statements, Codes of Practice, and Single Equality Scheme applies to

- All persons associated with UCB including trustees, staff, students and users of UCB services and facilities, and placement providers.
- All visitors to UCB, together with those contracted to work at or for UCB, will be expected to comply with this policy. This

includes, for example, members of agency staff who teach UCB students and visiting guest lecturers and presenters.

EQUAL OPPORTUNITIES POLICY STATEMENT

UCB is committed to a Policy of Equal Opportunities. The aim of the Policy is to ensure that all students, employees, applicants and all those involved in its work, and other users of UCB facilities receive fair and equal treatment. UCB aims to provide a service that, in its teaching, administration and support, actively promotes Equality of Opportunity and freedom from 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, Section 4*).

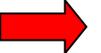
UCB & THE EQUALITY ACT 2010 PUBLIC SECTOR EQUALITY DUTY

Section 149 (Equality Act 2010) introduces a new public sector equality duty - in force from 6 April 2011 and **covers the protected characteristics – marriage and civil partnership is not covered by all of the aims.**

UCB continues to 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.

These Apply To: Trustees, Staff, Students, Clients and Users of UCB.



COMMITMENT

UCB fosters an environment where discrimination is seriously challenged. It is committed to fairness, justice, equality, respect and dignity by attempting to eradicate discrimination in all spheres of its influence (i.e. admissions and access; student assessment and achievement; student guidance and support; teaching and learning; curriculum; staff recruitment, professional development and support; partnerships and community links; procurement and outsourcing, and quality assurance). To this end the UCB will:

- Develop an awareness of the dangers of discrimination and prejudice in all spheres and the need to counter discrimination, harassment, victimisation, bullying and prejudicial practices.
- Provide for the particular educational needs of students, having regard to their Protected Characteristics and individual's social, cultural and linguistic backgrounds.
- Prepare students for life in a modern day society, building on strengths of cultural diversity, mutual tolerance, dignity and respect.
- Enable all staff to deliver a quality service by building upon strengths of cultural diversity, mutual tolerance, dignity, respect and good race relations.
- Enable staff and students to not bring the University into disrepute.
- Ensure that the policy is followed.

COMPLIANCE, DISCIPLINARY PROCEEDINGS AND ACTIONS

Failure to comply could result in disciplinary proceedings or other actions.

Reading the Equality of Opportunity policy documents is essential.

EQUALITY OF OPPORTUNITY POLICY DOCUMENTS

- Equality of Opportunity Policy.
- UCB 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.

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

MENTAL HEALTH AND WELLBEING & SAFEGUARDING

- UCB implements the principle that mental health and wellbeing is essential to ALL persons [trustees, staff, students, users and other service providers], thus it 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.

TRUSTEES, STAFF, STUDENTS AND USERS RESPONSIBILITIES

- Upholding the Equality of Opportunity Policies and Codes of Practice, through engaging the principles of fairness, justice, equality, respect and dignity
- Promote good practice.
- Identify and inform UCB of existing good or bad practice.

KEY CONTACTS

- **Dr Godfrey Henry**, Equality & 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 / HE Library - Camden House East / Library (Richmond House).
- **Stephen Dudley**, Assistant Director, Centre for Academic Skills and English, Camden House East.
- **Neil McStravick**, Student Welfare & 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.
- **Guild of Students** – President & Welfare Officer, Ground Floor, Summer Row.

WHERE TO GET HELP

- From Student Services, first floor within Finance – Summer Row.
- From Centre for Academic Skills and English.
- From Library & Resource Centres.
- From Staff/Student Representatives.
- From UCB Staff, Line Managers, Equality & Diversity Co-ordinator, Director of Quality Systems.
- From the Personnel Unit.
- From Reception and Security desks.
- UCB Internet: www.ucb.ac.uk, About Us, Policies & Procedures, Equality of Opportunity.

SUGGESTIONS AND IDEAS TO:

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