

Equality and diversity policy statement

The University of Greenwich is committed to promoting equality, diversity and inclusion to ensure the university is an inclusive and supportive environment in which all individuals have the opportunity to reach their full potential. This is central to our university strategy 'This is Our Time', and mission to become the best modern university by 2030.

We believe that having a clear policy on equality and diversity for staff and students, not only meets statutory legislative and regulatory requirements under the Equality Act 2010, but it further demonstrates a commitment to our values and behaviours (Inclusive, Collaborative and Impactful). The university's expectation is that all members of the university community exhibit these values and behaviours in all that we do, including teaching, research and enterprise.

The University of Greenwich aims to create an environment where inclusive recruitment and selection processes are followed and where staff and students are treated fairly solely on the basis of their merits, abilities and potential, regardless of age, disability, ethnic or national origin, gender reassignment, marital status or family circumstances, race, religious or political beliefs, sex, sexual orientation, socio-economic background and trade union membership or on the basis of being a part-time or fixed term worker.

The university has responsibility for:

- adhering to this statement and other university policies, which it informs
- applying the principles of this statement in our policies, practice and behaviours
- providing guidance and training on equality and diversity issues to both staff and students.

We adhere to the Public Sector Equality Duty to have 'due regard' in respect of the general duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

The university will take proactive steps to encourage staff, students and visitors to:

- Be treated with respect and dignity at all times
- be treated fairly with regard to all recruitment policies, procedures and assessments
- Experience a zero-tolerance environment to discriminatory behaviour or practice
- Participate in training and encourage learning opportunities to reach their full potential.

The university is committed to taking action to change unfair and discriminatory practices wherever they occur.

The university will:

- Publicise and raise awareness of our equality and diversity policy statement and related policies among staff and students
- Operate fair, open and transparent procedures for the recruitment of staff (e.g., Reasonable Adjustments etc.)
- Operate fair and transparent procedures for student assessment, progression and attainment of awards
- Provide fair and accessible opportunities for training and career progression for staff
- Promote the use of inclusive and gender-neutral language using words or phrases, which are non-discriminatory in all university publications and correspondence
- Introduce new and develop existing policies and procedures, which support our Equality, Diversity and Inclusion ambitions, and take any necessary action to mitigate disadvantage or negative impact.
- Publish equality information annually and our equality objectives, which show how we plan to address inequalities or disadvantage and how we will mitigate, reduce or remove them.

This policy statement will apply to all other policies and procedures within the university.