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Overall Policy

Policy Statement on Equality and Diversity

The University of Wolverhampton (hereafter ‘the University’) is fully committed to the advancement of equality and the elimination of unlawful and unfair discrimination. It values the differences that a diverse student and staff population brings to the university.

The University will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values equity, openness, fairness and transparency.

All employees and students are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the University’s unfair discrimination, harassment and bullying procedure.

The policy is applicable to all employees, students, clients, communities, suppliers and contractors, whether permanent or temporary. The policy applies to all processes relating to employment, education and to any dealings with customers and clients. Decision-making in relation to all university activities will be based on objective criteria only and any irrelevant information will not form part of the process.

The policy will be reviewed as necessary to reflect changes in the law, demographics and internal requirements.

Policy Statement on Disability Equality

The University of Wolverhampton (hereafter ‘the University’) is fully committed to promoting disability equality and eliminating unlawful discrimination, harassment and victimisation on grounds of disability. It acknowledges and will comply with its duty to make reasonable adjustments for its disabled students and staff.

The University acknowledges the legal definition of disability as ‘a physical or mental impairment, which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.’

For its purposes the University supports the definition of disability and associated terms as outlined in the document ‘Improving the Life Chances of Disabled People’¹.

...’Disability is defined as... disadvantage experienced by an individual resulting from barriers to independent living or educational, employment or other opportunities that impact on people with impairments and/or ill health.’

Impairment is described as a long-term characteristic of an individual which affects their functioning and / or appearance and may give rise to pain, fatigue or communication difficulties.

Ill health is described as the short-term or long term effect of disease or sickness⁵.

The University acknowledges that, like most other Higher Education Institutions, it needs to bring about a cultural change within the institution to achieve a common understanding of disability, impairment and restricted health.

¹ Improving the life chances of disabled people, Prime Minister’s strategy Unit, HMSO 2005

The term 'disabled people' is the preferred term within the University's Disabled Staff network and is reflected in the language of major national disabled people's organisations. It is therefore the term of preference for university communications.

The University acknowledges that many people do not define themselves as 'disabled'. When referring to 'disability' or 'disabled staff/students' etc. the University includes people who define themselves as having, for example, a physical, mental, sensory or invisible impairment or health condition or a specific learning difficulty such as dyslexia.

The University recognises that its students, staff and those who engage with it come from diverse cultures and backgrounds and may hold personal beliefs that differ from the beliefs and values articulated by this policy or other University policies. Whilst respecting individuals' personal beliefs and acknowledging its duties not to discriminate on the grounds of religion or belief, the University expects its students, staff and those who otherwise engage with it to uphold the values in its strategic plan and associated policies, practices and procedures at all times when engaging with the University.

The University celebrates and values the diversity of its student population and workforce, and believes that it will benefit from employing disabled people at all levels of responsibility, thus hoping to provide role models for other staff and students who define themselves as disabled.

The University will treat all employees and students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

The University undertakes the following.

- Disability-related abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) will not be tolerated and will be dealt with under the appropriate procedure.
- Disablist propaganda, in the form of written materials, inappropriate music, graffiti or speeches, will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises.
- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because they are disabled unless justifiable impairment, health or other legitimate restrictions exist.
- The curriculum will be examined and adapted where appropriate to ensure that it is delivered and developed in a way that is engaging for people from diverse backgrounds. This will include ensuring that it does not rely on or reinforce stereotypical assumptions about disabled people, and that it does not promote disablist material.

- Staff will not be excluded from employment, promotion or staff development opportunities because they are disabled unless legitimate impairment or health restrictions apply and reasonable adjustments cannot be made.
- [The University](#) recognises that disabled staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of disability or in relation to other aspects of their identity, for example, their race, age, gender identity, religion or sexual orientation.
- [The University](#) will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- Equality and diversity issues in general and disability issues where appropriate will be addressed explicitly within performance management and staff/student reward schemes.
- [The University](#) welcomes, and will provide appropriate logistical support for disabled student and staff groups.
- Where data analysis identifies ongoing and significant disparities between the experiences, outcomes or perceptions of disabled students / staff compared to others the University will seek to address the issues.
- [The University](#) will include disability issues in equality and diversity training.
- [The University](#) will respect the confidentiality of all disabled staff and students and will not reveal information without the prior agreement of the individual.
- [The University](#) will provide a supportive environment for staff and students who wish their status as a disabled person to be known. However, it is the right of the individual to choose whether they wish to be open about their disability, impairment or health. To 'out' someone, whether staff or student, without their permission is a form of harassment and, possibly, a criminal offence.
- The University will seek to anticipate the needs of disabled people and make reasonable adjustments. Some adjustments are, however, dependent on the University knowing that a member of staff or student is disabled. Such potential limitations on the University's ability to make adjustments will be highlighted to staff and students to assist them in making informed decisions on disclosure.
- Staff and students undergoing medical procedures related to impairment or ill health will receive positive support from [the University](#) to meet their particular needs during this period.
- Procedures to monitor and manage student / staff absence will take account of absence for disability-related reasons.
- Having consulted with disabled staff and students and organisations of disabled people, [the University](#) will include disability issues in internal attitudinal surveys, and when monitoring complaints of harassment.
- In providing accommodation for students, any disability-related issues or concerns raised by disabled students will be handled by the accommodation office and will be treated fairly and in line with the University's obligations under equality law.

Policy Statement on Race Equality

The University of Wolverhampton (hereafter 'the University') is fully committed to promoting race equality and eliminating unlawful discrimination, harassment and victimisation on grounds of race.

'Race' is identified as a protected characteristic within the Equality Act 2010 and is intended to include colour, nationality, and ethnic or national origins.

The University recognises that 'Race' is a social construct. Its changing manifestations reflect ideological attempts to legitimate domination in different social and historical contexts. Racism is therefore not about objective measurable physical and social characteristics, but about relationships of domination and subordination.²

Where this policy uses the term 'Black and Minority Ethnic (BME)' it has in mind all staff and students who identify with an ethnicity other than 'White British'.

The University recognises that its students, staff and those who engage with it come from diverse cultures and backgrounds and may hold personal beliefs that differ from the beliefs and values articulated by this policy or other University policies. Whilst respecting individuals' personal beliefs and acknowledging its duties not to discriminate on the grounds of religion or belief, the University expects its students, staff and those who otherwise engage with it to uphold the values in its strategic plan and associated policies, practices and procedures at all times when engaging with the University.

The University celebrates and values the diversity of its student population and workforce, and believes that it will benefit from employing BME people at all levels of responsibility, thus hoping to provide role models for students who identify as BME.

The University will treat all employees and students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

² Bhavnani, R., Mirza, H. S., Meeto, V. 2005. *Tackling the roots of racism*. The Policy Press (p 15)

The University undertakes the following.

- Racist abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) will not be tolerated and will be dealt with under the appropriate procedure.
- Racist propaganda, in the form of written materials, inappropriate music, graffiti or speeches, will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises.
- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of race.
- The curriculum will be examined and adapted where appropriate to ensure that it is delivered and developed in a way that is engaging for people from diverse backgrounds. This will include ensuring that it does not rely on or reinforce stereotypical assumptions about people from BME groups, and that it does not promote racist material.
- Staff will not be excluded from employment, promotion or staff development opportunities because of their race.
- The University recognises that BME staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their race or in relation to other aspects of their identity, for example, their age, religion, disability, sexual orientation or gender identity.
- The University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- Equality and diversity issues in general and issues around race where appropriate will be addressed explicitly within performance management and staff/student reward schemes.
- The University welcomes, and will provide, appropriate facilities for BME student and staff groups.
- Where data analysis identifies ongoing and significant disparities between the experiences, outcomes or perceptions of BME students / staff compared to others the University will seek to address the issues.
- Race equality issues will be covered in equality training.
- The University will respect the confidentiality of all staff and students and will not reveal information without the prior agreement of the individual.
- Having consulted with BME staff and students and the BME community, the University will include race issues in internal attitudinal surveys, and when monitoring complaints of harassment.
- In providing accommodation for students, any concerns or issues raised by BME students will be handled by the accommodation office and will be treated fairly and in line with the University's obligations under equality law.

Policy Statement on Sexual Orientation Equality

The University of Wolverhampton (hereafter 'the University') recognises that we all have a sexual orientation, whether we define ourselves as heterosexual, lesbian, gay, bisexual (LGB) or use another established or emerging term. Where this policy refers to 'sexual orientation' it is intended to cover all such identities. Where the term 'LGB+' is used it is intended to cover people who do not define themselves as heterosexual.

This policy does not cover trans people except where they also identify within the LGB+ term. The University's policy statement on trans equality can be found via the Equality and Diversity Unit or Students' Union web pages (hyperlinks to be added).

The University recognises that its students, staff and those who engage with it come from diverse cultures and backgrounds and may hold personal beliefs that differ from the beliefs and values articulated by this policy or other University policies. Whilst respecting individuals' personal beliefs and acknowledging its duties not to discriminate on the grounds of religion or belief, the University expects its students, staff and those who otherwise engage with it to uphold the values in its strategic plan and associated policies, practices and procedures at all times when engaging with the University.

The University will at no time discriminate against people on the grounds of sexual orientation.

The University celebrates and values the diversity of its student population and workforce, and believes that it will benefit from employing LGB+ people at all levels of responsibility, thus hoping to provide role models for students who identify as LGB+. The University will treat all employees and students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

The University undertakes the following.

Homophobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) will not be tolerated and will be dealt with under the appropriate procedure.

Homophobic propaganda, in the form of written materials or inappropriate music, graffiti or speeches, will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises.

Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their sexual orientation.

The curriculum will be examined and adapted where appropriate to ensure that it is delivered and developed in a way that is engaging for people from diverse backgrounds. This will include ensuring that it does not rely on or reinforce stereotypical assumptions about LGB+ people, and that it does not promote homophobic material.

Staff will not be excluded from employment, promotion or staff development opportunities because of their actual or perceived sexual orientation.

The University recognises that LGB+ staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their sexual orientation or in relation to other aspects of their identity, for example, their race, age, religion, disability or gender identity. In addition, assumptions will not be made about the sex of partners of LGB+ staff or students.

The University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Equality and diversity issues in general and issues around sexual orientation where appropriate will be addressed explicitly within performance management and staff/student reward schemes.

The University welcomes, and will provide appropriate logistical support for LGB+ student and staff groups.

Where data analysis identifies ongoing and significant disparities between the experiences, outcomes or perceptions of LGB+ students / staff compared to others the University will seek to address the issues.

The University will include issues around sexual orientation within equality and diversity training.

The University will respect the confidentiality of all LGB+ staff and students and will not reveal information without the prior agreement of the individual.

The University will provide a supportive environment for staff and students who wish their sexual orientation to be known. However, it is the right of the individual to choose whether they wish to be open about their sexual orientation. To 'out' someone, whether staff or student, without their permission is a form of harassment and, possibly, a criminal offence.

In providing accommodation for students, any concerns or issues raised by LGB+ students will be handled by the accommodation office and will be treated fairly and in line with the University's obligations under equality law.

Having consulted with LGB+ staff and students and the LGB+ community, the University will include sexual orientation in internal attitudinal surveys, and when monitoring complaints of harassment.

Policy Statement on Trans Equality

The University of Wolverhampton (hereafter ‘the University’) is fully committed to promoting trans equality.

The University recognises that there can be differences between physical sex and gender identity/expression. **The University is fully committed to eliminating unlawful discrimination**, including harassment and victimisation, against people on the grounds of transvestism, transsexualism, intersex conditions or any process of gender reassignment, begun or complete. Where this policy refers to ‘trans people’, it has in mind people living with any of these identities. When it refers to ‘gender identity’, it covers both the fixed identity of people living in the gender of their birth and the more fluid identities of many trans people.

The University recognises that its students, staff and those who engage with it come from diverse cultures and backgrounds and may hold personal beliefs that differ from the beliefs and values articulated by this policy or other University policies. Whilst respecting individuals' personal beliefs and acknowledging its duties not to discriminate on the grounds of religion or belief, the University expects its students, staff and those who otherwise engage with it to uphold the values in its strategic plan and associated policies, practices and procedures at all times when engaging with the University.

The University celebrates and values the diversity of its student population and workforce, and believes that **it** will benefit from employing trans people at all levels of responsibility, thus hoping to provide role models for students who identify as trans.

The University will treat all employees and students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

The University undertakes the following.

- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) will not be tolerated and will be dealt with under the appropriate procedure
- Transphobic propaganda, in the form of written materials or inappropriate music, graffiti or speeches, will not be tolerated. the University undertakes to remove any such propaganda whenever it appears on the premises.
- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity.
- The curriculum will be examined and adapted where appropriate to ensure that it is delivered and developed in a way that is engaging for people from diverse backgrounds. This will include ensuring that it does not rely on or reinforce stereotypical assumptions about trans people, and that it does not promote transphobic material.
- Staff will not be excluded from employment, promotion or staff development opportunities because of their gender identity.
- The University recognises that trans staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their gender identity or in relation to other aspects of their identity, for example, their race, age, religion, disability or sexual orientation. In addition, assumptions will not be made about the sex of partners of trans staff or students.
- The University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- Equality and diversity issues in general and issues around gender identity where appropriate will be addressed explicitly within performance management and staff/student reward schemes.
- The University welcomes, and will provide appropriate logistical support for trans student and staff groups.
- Where data analysis identifies ongoing or significant disparities between the experiences, outcomes or perceptions of trans students / staff compared to others the University will seek to address the issues.
- The University will respect the confidentiality of all trans staff and students and will not reveal information without the prior agreement of the individual.
- The University will provide a supportive environment for staff and students who wish their trans status to be known. However, it is the right of the individual to choose whether they wish to be open about their gender identity. To 'out' someone, whether staff or student, without their permission is a form of harassment and, possibly, a criminal offence. The University will include gender identity issues in equality training.
- The University will seek to anticipate the needs of trans people and make reasonable adjustments. Some adjustments are, however, dependent on the University knowing that a member of staff or student identifies as trans. Such potential limitations on the University's ability to make adjustments will be

highlighted to staff and students to assist them in making informed decisions on disclosure.

- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from [the University](#) to meet their particular needs during this period.
- Procedures to monitor and manage student / staff absence will take account of absence for reasons relating to gender reassignment.
- Having consulted with trans staff and students and the trans community, [the University of Wolverhampton](#) will include gender identity in internal attitudinal surveys, and when monitoring complaints of harassment.
- In providing accommodation for students, any concerns or issues raised by trans students in relation to gender identity will be handled by the accommodation office and will be treated fairly and in line with the University's obligations under equality law.

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