Delta University for Science and Technology

Governance Policy

Equality, Diversity and Inclusion policy

Policy Code	GOV 08
Policy Name	**Equality, Diversity and Inclusion policy**
Handler	Academic Support and Guidance Unit Student affair office Counselling & Psychological Support Unit
Date created	November 2020
Date reviewed	By Quality assurance center on January 2023
Approved by	University Council
Date of Approval	Round Number (67) Saturday 31 January 2021

Introduction

Delta University for Science and Technology is committed to encouraging equality, diversity, and inclusion among our staff, and eliminating unlawful discrimination. The aim is for our staff to be truly representative of all sections of society and our stakeholders, and for each employee to feel respected and able to give their best.

Our policy's purpose.

This policy's purpose is to:

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act protected characteristics of:
   - age
   - disability
   - race (including colour, nationality, and ethnic or national origin)
   - religion or belief
   - sex
3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- Pay and benefits.
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- Leave for parents.
- requests for flexible working
- selection for employment, promotion, training, or other developmental opportunities

Our Commitment

Delta University for Science and Technology commits to:

1. Encourage equality, diversity, and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help Delta University for Science and Technology to provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.
   All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the Delta University for Science and Technology's work activities.

Such acts will be dealt with as misconduct under Delta University for Science and Technology's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment, which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Delta University for Science and Technology.
5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Our disciplinary and grievance procedures

- Details of the Delta University for Science and Technology's grievance and disciplinary policies and procedures can be found. This includes with whom an employee should raise a grievance – usually their line manager.
- Use of the Delta University for Science and Technology's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.