

Equality Diversity and Human Rights

Guidance

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Introduction

UWS' purpose is to change lives, transform communities and encourage enterprise through outstanding, distinctive and progressive higher education. This is framed within the context of our vision Dream, Believe, Achieve and is embodied in our "Truth" that "We are an inclusive organisations that welcomes and values diversity".

We celebrate and value the diversity of our student and staff populations and we are committed to providing Higher Education and employment opportunities to enable people of all backgrounds to fulfil their full potential in an environment that is free from any forms of discrimination, harassment or prejudicial behaviour.

We believe that it is everyone's responsibility to deliver equality, diversity and inclusivity at UWS. We do this by creating opportunities, policies and practices that are inclusive and diverse. This is supported by our University Court, Senate and by the Vice Chancellors Executive Group.

Legal Context

The Human Rights Act 1998 (HRA) incorporated the European Convention on Human Rights which, together with the Scotland Act 1998, forms the foundation of the legal protection of Human Rights in Scotland.

The Equality Act 2010 Public Sector Equality Duty and the Scottish Specific Duty Regulations 2012 define the requirements under law to tackle discrimination harassment and victimisation.

The equality and diversity legal and compliance requirements are evolving in line with best practice.

This guidance is therefore informed by the following:

- The UN Universal Declaration of Human Rights 1948 and subsequent conventions and the United Nations Global Compact
- The Equality Act 2010 and the Scottish Government Specific Equality Duties legislation 2012
- Scottish British Sign Language Act 2017

We seek to fulfil the following objectives:

1. To promote equality, dignity, respect and understanding across all equality groups, recognising that people have multiple equality identities.

2. To attract a diverse range of talented people to study and work at the University.
3. To create a culture that values diversity and individual differences.
4. To promote an environment that encourages and supports all staff and students to engage with the University and realise their full potential.

The [UWS Equality and Mainstreaming reports and equality publications](#) can be found and downloaded from the UWS Commitments page on our website www.uws.ac.uk

Scope

- This guidance applies to all staff and students at the University of the West of Scotland and to visitors who come into contact with staff and students.

Aims and Principles

The University aims to:

- Promote equality of opportunity for all staff and students
- Promote understanding between those who share a protected characteristic and those who do not
- Prevent discrimination in employment and in the provision of the University's services

These aims apply in relation to all staff and students in respect the following protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We also value the recruitment and progression of staff and students from widening participation backgrounds and we acknowledge the right of staff and students to hold personal and political beliefs without fear of intimidation or discrimination.

In 2016 we were awarded the Athena Swan Bronze and we are committed to embedding the principle of Athena Swan across the institution.

In 2016 UWS we became Stonewall Diversity Champions and will continue to work with new and emerging Equality and Diversity requirements as appropriate.

UWS will continue to ensure that ensure that we embed equality diversity and inclusion through all aspects of the institution going beyond our legal requirement and ensuring the University is seen as a leader in this area.

Guidance Statements

1. UWS acknowledges its responsibility to promote equality for all people and to promote the ideals set out on the Universal Declaration of Human Rights. We will implement all requirements of existing Equality and Human Rights legislation.
2. The University is committed to providing an environment of equal opportunity in education and employment, free from discrimination for existing and prospective staff and students. We celebrate and value the diversity of our staff and student populations.
3. We encourage applications from potential staff and students irrespective of age, disability, political belief, race, religion or belief, sex, sexual orientation, social background or any other protected characteristic. We will take steps to remove prejudice where it exists and tackle the underlying causes of inappropriate behaviour. We will not tolerate any form of discrimination on any grounds nor any bullying or harassment of any member of staff, student or visitor to the university.
4. We are committed to the involvement of all stakeholders and will continue to engage with staff and students and the local communities served by UWS, both on equality issues and in general. We will use existing and proposed surveys to test equality issues and to quantify responses by equality group. Where practical, focus groups will be arranged and these will be coupled with further involvement of staff and students on working parties. These initiatives will be informed and augmented by further consultation with national and local interest groups and participation in their engagement activities.
5. These commitments are reflected in a range of staff and student policies which are published, reviewed and subject to Equality Impact Assessment (EIA) on a planned basis.
6. This equality guidance forms the basis of our approach to engaging fully with all staff, students and external stakeholders and our response to equality and human rights legislation.
7. The Equality, Diversity and Human Rights Procedure supports the strategic objectives of the university and underpins both staff and student engagement. We aim to make UWS a leader in inclusive practice; a fair and equal place to study and work and an institution which addresses specific issues covering all aspects of equality, diversity and human rights. These issues are detailed in a set of equality outcomes, which will be achieved through a mainstreaming approach which devolves responsibility for action to school and departmental level.

8. Implementation of the guidance will be through the dissemination and achievement of our Equality Outcomes through a series of associated strategies and plans. This policy will also be overseen by the Equality Diversity and Inclusivity Committee (EDI).
9. The Students Association has representation on the EDI Committee and we will seek opportunities to engage with students on issues relating to Equality and Human Rights. This will include support for the Students' Association in promoting Equality and Human Rights and activities related to events such as LGBT+ History Month, Black History Month, International Women's Day and other events in line with the UWS Diversity Calendar.
10. The University will provide information and training on Equality and Diversity and information on Human Rights.

Roles and Responsibilities

All members of University Court, staff, students, visiting staff, visitors and contractors are required to abide by the University's commitment to promote equality of opportunity and understanding of diversity issues and to eliminate discrimination. We all have a part to play by treating each other fairly, with dignity and respect and individuals should challenge any inappropriate behaviour and report any bullying or harassment. The UWS Court also have specific responsibilities in relation to Equality and Diversity.

Evaluation

The University will monitor, assess and review the effectiveness of the Equality and Diversity work through the Public Sector Equality Duty Reporting (PSED).

Data collection is used to inform the equality planning process, benchmark the university with appropriate organisations and report on progress against equality objectives, targets and actions.

Equality Impact Assessment

Equality Impact Assessment (EIA) is integral to the development of policies, procedures and clear decision making that deliver our duties to promote equality and prevent discrimination. To this end the EIA process will be implemented for major university policy reviews and key decisions, in a responsible manner.

We will continue to publish, where confidentiality and Data Protection considerations permit, the results of EIAs on the UWS website. Please see Appendix 1 for the EIA of this guidance.

Appendix 1

Equality Impact Assessment (EIA)	
School or Department	
Policy Procedure, Strategy, Service Redesign	
Author The person responsible for the Equality Impact assessment	
Effective date of implementation The EIA will need to inform decision-making so the implementation date should take this into account. This may be the date on which the policy is put to committee or when a decision is required.	
Involvement and consultation What involvement and consultation has been done in relation to this decision, policy or procedure and what were the results? What additional involvement and consultation will be needed?	
Aim of Policy/decision It will help to ask: <ul style="list-style-type: none"> • Why is the policy or decision needed? • What do we hope to achieve by it? • How will we ensure that it works as intended? 	
Available evidence Identify what evidence is available and set it out here. This includes data and evidence from involvement and consultation.	
What is the actual/likely impact? Consider the relevance to and impact upon each equality group with protected characteristics (Equality and Diversity and Human Rights Procedure) Broadly the following should be identified: <ul style="list-style-type: none"> • Who is affected positively? • Who is affected negatively? 	

<ul style="list-style-type: none"> • Will the policy or decision have the anticipated effect? <p>Give a full explanation of your reasoning and document the actual or likely impact, along with the evidence used to explain how that conclusion was reached.</p>	
<p>Address the impact</p> <p>Identify the range of options to address the impact. Remember to consider each of the protected characteristics. There are three possible options:</p> <ol style="list-style-type: none"> 1. Adjust the decision/policy. 2. Continue with the decision/policy. 3. Withdraw the decision/policy. <p>Identify the option(s) chosen and document the reasons for this.</p>	
<p>Monitoring and Review</p> <p>Set out the arrangements for reviewing the actual impact of a decision or policy once it has been implemented.</p>	
<p>Decision making and quality control</p> <p>Includes sign-off by a responsible officer. (e.g. Head of School, Head of Department, committee chair)</p>	