

BIRMINGHAM CITY UNIVERSITY

EQUAL OPPORTUNITIES POLICY STATEMENT

Birmingham City University promotes equality of opportunity in respect of every aspect of its provision. University policy and practice will seek to provide an environment that is free from discrimination against students, staff, visitors and others. The University will ensure that all students and staff, current or prospective, are treated solely on the basis of their merits, abilities and potential. The University will seek to prevent any form of unlawful or unfair discrimination, and will be concerned with the prevention of direct and indirect, associative and perceptive discrimination on the grounds of age, sex (gender), disability, race, sexual orientation, transgender status, family circumstances, marital or civil partnership status, religion or belief, citizenship, colour or ethnicity, social and economic status, or other irrelevant personal characteristic.

The University is committed to fairness in its practices and in meeting the needs of our diverse student and staff bodies. Where appropriate and within our means, the University will take positive action to meet these commitments.

In order to achieve this aim, the University will seek to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or covered by equality legislation;
- advance equality of opportunity between all staff, students, applicants and visitors;
- foster /promote good relations between all members of the University community;
- recognise and develop the diversity of background, skills and talent within its current and potential student and staff body;
- collect and monitor data to assist in the identification and removal of barriers to the equality of opportunity;
- communicate to staff, students and others the promotion of equal opportunities and the University's procedures to sustain it;
- deal with breaches of policies and procedures in accordance with the student or staff disciplinary process.

This Statement applies to all students and staff of the University and to all activities associated with the University, whether or not on University property.

The Board of Governors has ultimate responsibility for ensuring that the University's policies, procedures and action plans are being effectively implemented. The Vice-Chancellor is responsible for the overall implementation of this Statement and requires that University procedures and practices are consistent with it. Faculties and Services, through their Executive Deans and Directors, are responsible to the Vice-Chancellor for the implementation of the Statement and its underlying policies within their area of responsibility.

This Statement is available in other formats (eg large print, etc) on request to equality@bcu.ac.uk.

This Statement will be reviewed regularly to ensure that it continues to meet the requirements of the legislation and the needs of the University.