

ORDINANCE 21

EQUALITY POLICY

INTRODUCTION

1. The University of London was founded upon the principles of equality. Established to provide education on the basis of merit and without regard to race, creed or political belief, it was the first university in the United Kingdom to admit women to its degrees.
2. Our commitment to this tradition of equality continues today as we seek to observe the rights and respect the dignity of staff, students, visitors and others with whom the University has contact, and to create a positive, inclusive and diverse working, learning and social environment, free from unfair discrimination, prejudice, intimidation and all forms of harassment.

AIMS AND OBJECTIVES

3. We aim to develop, maintain and support a policy of equality of opportunity which creates the conditions in which individuals are treated equitably irrespective of any criteria which cannot be shown to properly justify a difference in treatment or actions on the part of the University, its staff or agents.
4. In pursuit of this aim, the University will take all reasonable steps to ensure that no actual or potential student, employee, or other contact or visitor will suffer unfair discrimination on the basis of gender, race, colour, ethnic origin, nationality, disability, sexual orientation, marital status or civil partnership, pregnancy/maternity, parental status, caring responsibilities, age, social origins, political opinion or association, trade union membership and activities, religious or similar philosophical beliefs, or other beliefs/lawful preferences privately held on any matter.

RESPONSIBILITY

5. The Vice-Chancellor has ultimate responsibility for the development and implementation of equality policies for staff.

IMPLEMENTATION AND MONITORING

6. The University acknowledges that the implementation of its commitment to equality is a continuing process that needs to be kept under constant review. The process involves establishing best practice, establishing procedures, setting goals to ensure the momentum of implementation is maintained and providing appropriate training and guidance to assist its staff in implementation and understanding of the policy.
7. So far as reasonably practicable, we seek to ensure that actual and potential students, staff, service users and/or suppliers are informed of our policy. In particular, this policy will
 - form part of the Terms and Conditions of Employment for all staff groups
 - be made available to all applicants for vacancies and for student places and/or services
 - form part of employees' Induction Training
 - be brought to the attention of those employees with Human Resources functions or with responsibility for the admission of students to programmes of study or to accommodation or services.

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8. We will seek to provide appropriate Equality and Diversity training for all staff, particularly those assigned Human Resources functions or with responsibility for the admission of students to programmes of study or to accommodation or services, and to lay members of the Board of Trustees and appropriate committees.
9. Monitoring is necessary to demonstrate compliance with legal requirements and to assist in the analysis necessary to assess and to enhance the effectiveness of our diversity policy, procedures and performance. The Director of Human Resources shall ensure the collection of such information as considered necessary for effective monitoring.
10. The effectiveness of the policy shall be reviewed regularly in consultation with the locally recognised trade unions and Staff Association and appropriate student representatives.

PUBLICATION OF MONITORING DATA

11. Data collected for monitoring purposes will be published on our website at least annually and will be reported to the joint forums for consultation with trade unions and the Staff Association in respect of staff data, and annually to the Board. Student data will be reported to the relevant committees of The University of London International Academy and the School of Advanced Study.
12. The presentation of such information shall observe the University's legal and contractual responsibilities in respect of individual confidentiality particularly in regard of sensitive data and will not unnecessarily identify individuals.

28 March 2012