LSBU | GROUP

Equality, Diversity and Inclusion (EDI) Policy

Policy last reviewed	October 2024
Approved by	LSBU Executive
Published on	October 2024

This Policy is available in accessible formats on request from EDI team. Please contact: edi@lsbu.ac.uk

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1. Policy Statement

London South Bank University (LSBU) Group is dedicated to fostering equality, valuing diversity, and promoting inclusion to ensure a respectful and dignified environment for all staff and students. We strive for equity in access, experience, progression, and achievement through transparent policies, effective practices, and comprehensive support. Our commitment extends to public engagement, aiming to benefit diverse audiences and communities.

Our Corporate Strategy 2020-2025 outlines our vision to transform lives, communities, businesses and society through applied education and insight, with the aim to create educational strategies and pathways that enable people of all characteristics and talents to achieve their full potential. We strive for an inclusive workforce that represents the communities and student body we serve, with the proportion of staff at senior levels representative of the wider staff base.

Through the implementation of the EDI Strategy 2020-2025, we are embedding equality into all activities, policies and decisions, and working with our partners to share good practice. EDI principles are further reflected in our Behavioural Framework, Career Pathways, and EPIIC values. Please view these documents for information and expectations on how to embody EDI at LSBU Group.

Our work to embed EDI is anchored in the Equality Act 2010, ensuring adherence to duties related to protected characteristics.

2. Aim

LSBU Group will seek to make a positive contribution to the advancement of equality through all its activities. In particular setting objectives, milestones and targets to:
- Take appropriate steps to meet the needs of individuals from protected groups, eliminating any barriers to their success, and promoting equity in experience.
- Create an inclusive environment where differences are celebrated, and individuals feel heard, valued and respected.
- Increase the awareness of, and individual responsibility towards, EDI within every employee.
- Effectively integrate EDI into our corporate strategies, policies, academic curriculum, teaching delivery, assessment methods, learning environment, and management practice.
- Commit to supporting equality and equity practices by strategically planning to avoid injustices, and to remove any existing barriers currently creating injustices.
- Continue to be at the forefront of the widening participation and social mobility agenda.
- Develop EDI as a widely recognised moral imperative competitive strength.

3. Scope

This policy applies to all current and potential students and staff working across the LSBU Group on a paid or voluntary basis, including external examiners, consultants, and visitors

or contractors who attend our premises. We expect all members of our community to treat each other with respect, dignity and kindness, and do not tolerate any form of unlawful, or unethical discrimination, bullying, harassment or victimisation.

4. Legal Obligations & Regulatory Framework

The Equality Act 2010 protects people from discrimination related to nine 'protected characteristics. The protected characteristics included in the Act are:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Positive action provisions outlined in the Equality Act also permit LSBU Group to take proportionate action to overcome disadvantage, meet needs and tackle under-representation.

Under the **Public Sector Equality Duty,** set out in the Equality Act 2010, LSBU Group has obligations as both an employer and as an education provider. Therefore, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

In addition, as a public authority, we will:

- Publish information to demonstrate our compliance with the General Equality Duty across our functions.
- Prepare and publish equality objectives.

In addition, we will have regard to the EHRC Employment Code of Practice.

Our equality objectives are contained within our EDI Strategy and EDI Annual Report.

Please note, this policy reflects the wide-ranging general obligations the law places on LSBU Group but is not specific to any one employment contract.

5. Embedding EDI throughout LSBU Group: Roles & Responsibilities

EDI is a collective organisational responsibility, and every member of the LSBU Group community has a responsibility to abide by this policy, and to report any behaviour that contravenes it. Roles and responsibilities are outlined in further detail below:

Leaders & Managers	• Provide active visible leadership on EDI, role modelling LSBU Group's EPIIC values. • Take responsibility for the policy's implementation, eensuring LSBU Group fulfils its legal responsibilities. • Ensure that all staff are aware of their individual and collective responsibility and accountability to this policy. • Ensure staff have access to comprehensive information to assist them in planning, putting into practice and monitoring their responsibilities under the EDI policy. • Investigate matters of alleged discrimination and conduct contrary to this policy, taking appropriate action against any student or staff member who does not comply with the policy.
LSBU EDI Steering Group/ SBC EDI Committee	• Provide strategic overview and guidance on EDI priority areas, driven by up-to-date staff and student data, the Corporate Strategy and the EDI strategy. • Disseminate updates, information and good practice related to EDI. • Seek feedback and listen to colleague's experiences of implementing and embedding EDI, providing practical support and solutions. • Communicate consistently with the Committee and wider organisation, building trust and accountability.
The EDI Team	• Work to embed the policy across the Group. • Amplify the voices and experiences of people with protected characteristics. • Drive forward enabling work to deliver LSBU Group's EDI commitments related to protected characteristics, including through the Race Equality Charter, Athena Swan Charter, LGBT+ and disability programmes of work and supporting our staff networks and EDI leads. • Establish the infrastructure and structures to realise the aims of this policy. • Provide expert advice and promotion of best practice. • Provide support in relation to bullying, harassment and sexual harassment through the Report + Support framework. • To support EDI networks and promote inclusion across the Group. • Provide training, education and information for staff and students on EDI legislation, policies and best practice.
Teachers & Lecturing Staff	• Ensure EDI is effectively integrated into the professional practice of teaching, research and service delivery. • Promote equality through teaching and learning, also in the selection, enrolment, assessment and progression of students. • Provide appropriate student support and guidance which reflects the diversity of students' needs both pre-entry and on- course. • Ensure promotional and teaching materials present appropriate, representative and positive images relating to all the dimensions of EDI. • Act in adherence with all relevant policies throughout the student journey.

	- Facilitate communication between staff and students around EDI issues.
Professional Service Group Functions (Student & Non-Student Facing)	- Ensure recruitment and promotion procedures are kept constantly under review to ensure that individuals are selected for interview and appointed to post in a fair manner, in line with LSBU Group's commitment to Inclusive Recruitment. - Facilitate wherever possible the implementation of reasonable adjustments to reduce barriers for disabled staff and students. - Champion EDI in all interactions with staff and students throughout the staff lifecycle and student journey. - Provide department-specific specialist support and interventions to create an inclusive environment for all, considering the wider impact on staff and students. - Use published, objective and job-related criteria when making decisions on recruitment, renumeration, training, promotion and termination of employment. - Where possible barriers to equality of opportunity will be identified and positive action taken to address them, by for example, targeted training and development.
Service Providers	- Service providers working with LSBU Group are expected to act within the requirements of the law and the terms of the LSBU Group's EDI Policy. - Contracting organisations will be asked to provide evidence of their own EDI Policy.
LSBU Network Chairs	- To work in partnership with the EDI Team, feeding back any recommendations or concerns raised by the Network. - In partnership with the EDI Team, to coordinate the planning of the activities for the year ahead to promote a culture of inclusion, including delegating responsibilities to Committee members. - To promote EDI for staff and students and embrace the University's Values and Behavioural Framework - To seek opportunities to develop a Group-wide approach.
EDI Leads	- To promote and support local implementation of EDI projects, policies and processes (such as around Bullying and Harassment and Decolonising the Curriculum) as well as EDI-related training, consultations, communications and events. - To act as a core member of the EDI Steering Group/ Committee to provide insights, feedback and suggestions to develop and enhance our approach, and to escalate any barriers and challenges. - To work with the central EDI team to analyse and interpret EDI quantitative and qualitative data for action-planning and evaluation.
Staff	- Practically demonstrate the core principles of EDI by treating others with dignity and respect. - Speak out and report if they witness or are a victim of any form of discrimination, bullying, unfair treatment or harassment. - Maintain an awareness of equality legislation by attending staff development programmes and required training. - Exhibit LSBU Group's EPIIC values. - Actively participate and contribute to creating an inclusive learning environment that values difference.

Students	• Celebrate diversity and help foster an inclusive environment through actions and expressing opinions constructively with sensitivity and respect.
	• Speak out and report witnessed or experienced discrimination, bullying, unfair treatment or harassment.
	• Take responsibility in ensuring that we create a learning environment where people are valued and respected.

6. Reports of Harassment, Bullying, Sexual Violence or Hate Incidents

LSBU regards breaches of this policy by any member of the community as a serious matter to be dealt with through its agreed procedures. Any member of the LSBU Group has the right to report behaviour that they believe is in breach of this policy even if it is not directed at them.

Specifically, if a member of staff or student within the LSBU Group believes that they have been discriminated against, they can report the incident and seek guidance through a variety of channels, outlined in the policies below:

LSBU Staff	LSBU Students
Staff Bullying, Harassment, and Sexual Harassment Policy	Student Harassment, Bullying, and Sexual Misconduct Policy
Disciplinary Procedure	
Grievance Procedure	
Speak Up Policy (Whistleblowing)	

SBC Staff	SBC Students
Anti-Sexual Harassment Policy	Safeguarding Policy & Procedures
Anti-Bullying and Harassment Policy	
Grievance Procedure	
Disciplinary Procedure	
Speak Up Policy (Whistleblowing)	

SBA Staff	SBA Students
South Bank Academies Trust - Grievance Policy.pdf	Safeguarding Policy & Procedures
South Bank Academies Trust - Disciplinary	
Speak Up Policy (Whistleblowing)	

7. Implementation, Monitoring & Review

This policy will be implemented through the EDI Strategy and related action plans, which feed into the LSBU Group's overarching Corporate Strategy. Progress against actions and objectives will also be reported to the EDI Steering Group/Committee.

We will assess the impact of this Policy by monitoring as follows:

- The respective LSBU Group HR teams will collect and analyse anonymised monitoring data on staff with regard to recruitment, training, promotion and re-grading, reporting this information annually to the EDI Steering Group/Committee. Further data will also be analysed in regard to bullying and harassment reports, grievances and exit interviews.
- The respective LSBU Group teams assessing student experience will collect and analyse data on student application, selection, enrolment and progression. Further data will also be analysed in regard to bullying and harassment reports, and withdrawals.
- The EDI team will provide guidance and training on Equality Impact Assessments (EIAs) to the LSBU Group and continue to publish pay gap reports related to gender, ethnicity and disability, alongside EDI Annual Reports on activity and progress.
- This policy will be reviewed annually to ensure it reflects best practice and current legislation. We will consult widely with the LSBU Group's EDI Steering Group/ Committee, staff networks, and other key stakeholders.

8. Inclusion & Academic Freedom

LSBU Group values academic freedom, freedom of expression and inclusion. Academic Freedom is an essential part of academic and University life and flourishes where there is respect for a wide range of views and beliefs.

Our legal obligations and our commitment to inclusion demand that we exercise our freedoms responsibly and respectfully, championing our EPIIC values and the strength of our diversity.

9. Further Information

For further information, please contact edi@lsbu.ac.uk

Appendix A: Definitions

LSBU Group defines Equality, Diversity and Inclusion as follows:

Equality is ensuring that every individual or group is treated fairly, without discrimination or bias. It is about providing equal opportunities and creating a level playing field for everyone, regardless of characteristics such as gender, ethnicity, disability, sexual orientation, or socioeconomic status.

Diversity is the presence and representation of a wide range of people in an organisation and community with varying backgrounds, values and beliefs. For example, people with different ages, religions, education and perspectives.

Inclusion is creating an environment where all individuals feel welcomed, respected, supported and valued. It is about ensuring that everyone, regardless of their background or identity, can fully participate and thrive within an organisation or community. Inclusion is the active practice of building a culture that embraces diversity.

Appendix B: Protected Characteristics

- **Age**: Protection against discrimination due to age, whether young or old. This applies to all age groups, ensuring fair treatment in employment, services, and more.
- **Disability**: Individuals with physical or mental impairments that have a substantial and long-term adverse effect on their ability to carry out day-to-day activities are protected. Reasonable adjustments should be made to accommodate these individuals.
- **Gender Reassignment**: Protection for individuals who are undergoing, have undergone, or are considering gender reassignment, whether medical or social. This includes protection against discrimination for people whose gender identity does not match their sex assigned at birth (such as for trans, intersex and non-binary people).
- **Marriage and Civil Partnership**: Protects individuals who are married or in a civil partnership from discrimination in employment and vocational training.
- **Pregnancy and Maternity**: Protects people from discrimination related to pregnancy, maternity leave, and returning to work after having a baby. This includes protection against being treated unfavorably due to pregnancy or maternity.
- **Race**: Protection against discrimination based on race, which includes color, nationality, ethnicity or national origins. This applies to all races and ethnic backgrounds.
- **Religion or Belief**: Protects individuals from discrimination based on their religion, religious beliefs, or lack of religion/belief. This includes various faiths, as well as atheism and agnosticism.
- **Sex**: Protection against discrimination based on an individual's sex. This ensures that both men and women are treated equally in employment, services, and more.
- **Sexual Orientation**: Protects individuals from discrimination based on their sexual orientation.