

## **IAB Equality, Diversity and Inclusion Policy**

Responsibility for the Policy:	Director of Administration
Relevant to:	All Staff and Students
Approved by:	Business Strategy Team
Date Introduced:	August 2013, Updated July 2018, September 2019, September 2021
Next Review Date:	September 2023
Relevant Documents:	Related Policies and Documents:
The IAB Student Handbook The Programme Guide The IAB Staff Handbook	The IAB Student Discipline Policy The IAB Staff Discipline Policy The IAB Student Social Networking and Media Policy

### **Context:**

The IAB is committed to promoting and demonstrating equality of opportunity in all areas of employment and study. We work towards an environment where all employees and students can develop to their full potential regardless of gender, disability, race, colour, marital status, ethnic origin, sexual orientation, age and religious or political affiliation.

We are committed to being an inclusive arts and education community that fosters an ethos of mutual respect, trust and care. Our differences enrich our learning, work, insight and wisdom.

There are nine protected groups and discrimination is therefore unlawful on the grounds of:

1. Sex
2. Sexual orientation
3. Disability
4. Pregnancy and maternity
5. Gender reassignment
6. Race
7. Religion and belief
8. Marriage and civil partnership
9. Age

### Principles:

The IAB will:

1. Strive to recognise, promote and celebrate all aspects of equality, diversity and inclusion in its governance, management, academic and operational work.
2. Respect and value diversity to the benefit for all and, from those differences, offer students as wide an encounter as possible to learning materials that explore/extend awareness of the equality, diversity and inclusion agenda.
3. Create a harmonious environment for work and study in which discrimination has no part and where all courses, products and services are as accessible as possible to all protected groups.
4. Base all employment, business and academic decisions on merit.
5. Build an environment where staff and students are able to achieve their full potential.
6. Advance equality of opportunity between people from different groups by:
  - Removing or minimising disadvantages suffered by people owing to their protected characteristic.
  - Fostering good relations between persons with protected characteristics and persons who do not share them.
  - Tackling prejudice and promoting understanding between people from different groups.
  - Meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life or in other activities where their participation is low.
7. Strive to identify conscious and unconscious bias in our behaviours, systems, systems and structures to ensure they are indicative of our commitment to equality, diversity and inclusion.
8. Ensure that marketing and promotional material does not demonstrate bias and is as inclusive as possible so as to encourage participation from protected groups.
9. Welcome negotiations with and contributions from the student body to enhance understandings and notions for inclusive normative behaviours and use of language.
10. If found, eliminate discrimination, harassment and victimisation and other prohibited conduct.

### Additional information:

LJMU guidance and resources available via: <https://www.ljmu.ac.uk/about-us/public-information/equality-and-diversity>