Institute of the Arts Barcelona

IAB Equality, Diversity and Inclusion Policy

Policy

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Policy Details

Responsibility for the Policy	Prinicpal
Relevant to	All Staff and Students
Approved by	Senior Leadership Team
Date Introduced	August 2013,
Reviewed	July 2018, September 2019, September 2023
Next Review Date	September 2027
Relevant Documents	The IAB Student Handbook The Programme Guide The IAB Staff Handbook
Related Policies and Documents	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:
    a. Removing or minimising disadvantages suffered by people owing to their protected characteristic.
    b. Fostering good relations between persons with protected characteristics and persons who do not share them.
    c. Tackling prejudice and promoting understanding between people from different groups.
    d. 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 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