

## Equality and Diversity Policy Statement

The University of Greenwich is committed to promoting equality and diversity, and to providing an inclusive and supportive environment in which all individuals have the opportunity to contribute to their full potential. This is central to our commitment to excellence in all that we do: teaching, research and enterprise.

We believe that having a clear policy on equality for staff and students, as well as meeting our statutory requirements, under the Equality Act 2010, will further demonstrate this commitment, and be consistent with values and behaviours that all members of the greater university community should exhibit.

The University of Greenwich aims to create an environment in which students and staff are selected and treated solely on the basis of their merits, abilities and potential, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity status, race, religion or belief, sex, sexual orientation, trade union membership or non-membership, socio-economic background, or on the basis of being a part-time or fixed term worker

The university has responsibility for adhering to this statement and other University policies which it will inform. The whole University community has a responsibility to apply the principles of this statement in our policies, practice and behaviours. We recognise our responsibility to provide guidance and training on equality and diversity issues to both students and staff.

We welcome our general public sector equality duty to have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity, and
- Foster good relations.

The university will take steps to encourage staff, students and visitors to the University to:

- Treat others with respect at all times, and promote an environment free of all kinds of bullying and harassment
- Actively discourage discriminatory behaviours or practices
- Participate in training and learning opportunities that would enable them to adopt best practice.

The university is committed to taking action to change unfair and discriminatory practices wherever they occur.

The university will:

- Publicise and raise awareness of our equality and diversity policy statement and related policies amongst staff and students
- Operate a fair, open and transparent procedure for the recruitment of staff and students
- Provide fair and accessible opportunities for training and promotion for staff

- Operate fair and transparent procedures for student assessment, progression and attainment of awards
- Promote the use of inclusive language and avoid the use of words or phrases which are discriminatory or exclusive in all University publications and correspondence
- Ensure that any new or updated policies and procedures are analysed for any adverse impact they might have on equalities, and take any necessary action to mitigate this.
- Publish equality information annually, and publish equality objectives which show how we plan to tackle particular inequalities or disadvantages, and reduce or remove them.

This policy statement will apply to all other policies and procedures within the University.

### **Freedom of speech and academic freedom**

In any matter falling under this policy statement, the university will have particular regard to, and place significant weight on, the importance of freedom of speech within the law, academic freedom and tolerance for controversial views in an educational context or environment. The University's commitments to freedom of speech and academic freedom are set out in the [Freedom of Speech Code of Practice](#). In the event of any conflict between this policy and the Freedom of Speech Code of Practice, the Freedom of Speech Code of Practice will take precedence.

<b>Version No.</b>	<b>Purpose/Change</b>	<b>Author</b>	<b>Approved By</b>	<b>Date</b>
1.0	First draft			2012
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2.0	Freedom of speech and academic freedom	Vanessa Roots Senior Workforce Policy Officer	N/A	22/02/2026