



Edge Hill University

Equality and Diversity Policy Statement

Edge Hill University's vision is to 'provide an environment where everyone feels able to participate, contribute, enjoy and influence their experience; and where inclusive practices underpin everything we do. Respect for and celebration of individual diversity will shape institutional strategy, direction and behaviour.'

Edge Hill University seeks to identify and to eradicate any practices which promote racism, sexism, gender or which discriminate against disabled people, or those from particular socio-economic backgrounds, or because of their age or sexual orientation.

Edge Hill University is also committed to widening access to its programmes and facilities to members of groups under represented in Higher Education. This commitment is accompanied by the recognition that equal opportunity must embrace all aspects of employment and service delivery including curriculum; teaching; learning and assessment; research issues; and extra curricular activities.

To this end Edge Hill University makes it a condition of service and admission that employees and students adhere to this policy and our Single Equality Scheme, which incorporates our race equality policy, disability equality policy and gender equality policy. Any breaches of these are dealt with under the Staff or Student Disciplinary Procedures, as appropriate.

Edge Hill University also makes every effort to ensure that traders, contractors, institutions, organisations or individuals who interact with Edge Hill are aware of the policy. Discovery by the University of any inequitable policy or practice by them may result in Edge Hill breaking links and ceasing to do business with them.

Edge Hill University:

Ensures that its policy statement and accompanying codes of practice are widely distributed throughout the University.

Has established support systems for staff and students who may be the subject of discrimination, eg sexual / racial harassment.

Provides training to ensure that equality and diversity principles underpin all aspects of University life and informs the teaching and learning processes for staff and students.

Ensures equality of access to higher education for all members of the community able to benefit, by monitoring and reviewing the recruitment, selection and retention of students.

Ensures equality of access to employment at Edge Hill by monitoring the recruitment, selection and appraisal process for all staff.

Makes every effort to ensure that the structures, services, physical environment and buildings reflect the needs of all members of the Edge Hill community.

Ensures that decision-making structures include appropriate representation of staff and students.

Commits itself to the regular review and monitoring of all University policies and practices.

Positively seeks to establish links with outside institutions and community groups that have a commitment to equal opportunities and build together with them a network of support, information exchange and mutual co-operation.

Identifies the appropriate resources to fulfil these aims within the context of the Mission Statement.

Making Contact

Students and staff are encouraged to make any concerns known to members of the Equal Opportunities & Student Support Committee (EOSSC). These are members of staff who have expertise in, or who are committed to equality and diversity.

The first point of contact is:

Students - Student Information Desk in the Student Information Centre on the Ormskirk campus. The Student Information Officer will refer you on to an individual member of staff as appropriate.

Staff – Staff Support Team, Human Resources on the Ormskirk campus.

Private and confidential meetings can be arranged by appointment.

A full copy of the Single Equality Scheme can be obtained from the Students Services Information Centre Helpdesk or from Edge Hill's web site www.edgehill.ac.uk