



## EDINBURGH NAPIER UNIVERSITY

### EQUALITY AND DIVERSITY STATEMENT 2011

Edinburgh Napier University is opposed to all forms of unlawful discrimination. The principles of this statement apply mainly to staff and students within the University. Visitors and contractors should also be aware of our ethos and be expected to abide by these standards.

We believe that creating equality of opportunity for all our staff and students, current or potential, will assist us in achieving our strategic aims. As an institution we are committed to widening access to higher education and encouraging enthusiasm for learning throughout life. In order to realise this, we are committed to effectively implementing and monitoring the policies and procedures we have in place designed to ensure that no-one is unfairly treated.

The minimum standards we will apply in all areas of staff and student recruitment, progression and retention are clearly set out in various policies and procedures. More specific equality and diversity related information, including annual progress reports, can be found on our dedicated pages at [www.napier.ac.uk/diversity](http://www.napier.ac.uk/diversity).

It is our intention to provide employment or a study place based solely on merit. This means we aim to always recruit and select staff and students without reference to irrelevant characteristics such as:

- gender
- ethnicity (including colour, ethnic or national origin or race)
- disability
- age
- sexual orientation
- marital or civil partnership status
- gender reassignment
- religious or political beliefs (or none)
- socio-economic background
- trade union membership
- family circumstances

The University's responsibility for successfully implementing this statement is a shared one and can only be achieved if everyone within the university 'community'-- staff, students,

visitors and contractors-- individually applies its principles. In return the University is committed to encouraging everyone to:

- treat others with respect at all times
- challenge discriminatory behaviour, attitudes or practices whenever they occur
- participate in training and learning opportunities that would enable them to consider their own prejudices and adopt good practice
- publicise and raise awareness of this statement and its supporting policies among staff and students (including visitors and contractors where relevant)
- 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, attainment of awards and involvement in other University activities
- 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
- introduce new and update existing policies and procedures which support our equality and diversity programme
- ensure that all other University policies, procedures, functions, activities, strategy and decisions, take account of our aims for promoting and achieving equality and diversity

## **Edinburgh Napier University's Equality Plan**

In addition to this general statement we have set out in our Equality Scheme and Action Plan 2010-13 how we will work towards achieving equality for all protected characteristics. Annual reports will be produced every year to show the progress against objectives. The University's Equality and Diversity Committee will continue to monitor progress on behalf of Court.

All activity (past and current) can be viewed at [www.napier.ac.uk/diversity](http://www.napier.ac.uk/diversity)

### Complaints

Anyone who believes they have suffered from any form of discrimination, harassment or victimisation is entitled to raise the matter through the University's agreed procedures.

- For students, further information is available under the Student Affairs section of the intranet or by contacting

The Complaints and Conduct Officer on 0131 455 2396 or at [complaints@napier.ac.uk](mailto:complaints@napier.ac.uk)

- Staff should consult the Human Resources section of the intranet at <http://staff.napier.ac.uk/Services/HR>

If you have any questions or comments about equality and diversity at Edinburgh Napier University, you can contact Mohammed Hameed, the University's Diversity Partner, on [m.hameed@napier.ac.uk](mailto:m.hameed@napier.ac.uk) or by telephone on 0131 455 3340.