INCLUSION STATEMENT 2017

We are an inspiring and innovative University that is deeply connected to our communities and in tune with our time. We value the diversity of our student and staff community and are committed to the creation of a truly inclusive culture for all.

The principles of this statement apply to all our staff and students. Inclusion is one of our four values (professional, innovative, ambitious and inclusive), and our expected behaviours seek to create a culture where everyone feels proud, confident, challenged and supported.

We are committed to promoting and implementing equality of opportunity in all that we do. We will always provide a place to work or study without bias and do not discriminate on the grounds of those characteristics protected under the Equality Act 2010. As an inclusive institution there are additional grounds on which we will not discriminate, and Edinburgh Napier University is particularly committed to widening access to higher education.

The protected characteristics:

- gender (sex)
- age
- disability (including seen and unseen disability)
- sexual orientation
- religion or belief
- pregnancy or maternity
- gender reassignment
- marriage or civil partnership
- race

Additional characteristics:

- socio-economic background
- care experience
- caring responsibilities
- family circumstances
- trade union membership
- previous or reservist service in HM Forces

We have a comprehensive suite of policies and procedures to implement and maintain equality of opportunity and fair treatment for all. These will be subject to regular review and amendment and can be found at http://staff.napier.ac.uk/services/hr/HRDocuments

The University also fully complies with the statutory requirements of the Public Sector Equality Duty and has published specific Equality Outcomes in pursuit of its strategic agenda for inclusion. Progress against each of these outcomes will be reported to Court annually by the Inclusion Committee. These, and the Gender Action Plan required by the Scottish Funding Council can be found at:
http://www.napier.ac.uk/about-us/university-governance/equality-and-diversity-information

There is a shared responsibility for all in our University community to apply the principles in this statement, and we will treat any failure to comply with our expected behaviours seriously.

We expect all our staff to demonstrate behaviours that underpin our values and our students to act in accordance with our Student Charter.

As an institution Edinburgh Napier University will:

- publicise and raise awareness of this statement and its supporting policies
- ensure that all other University policies, procedures, functions, activities, strategy and decisions reflect our commitment to the creation of a truly inclusive culture
- introduce new and update existing policies and procedures which support our inclusion agenda
- challenge discriminatory behaviour, attitudes or practices whenever they occur
- operate a fair, open and transparent procedure for the recruitment of staff and students
- provide training and learning opportunities that will enable our staff and students to consider their own prejudices and adopt good practice
- provide fair and accessible opportunities for training and promotion to 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
- ensure fair, open and transparent work allocation for staff and research students
- provide fair, open and transparent recognition for staff and research student contributions
- operate a fair, open and transparent procedure for staff and research student development
- treat all with respect

**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 at http://my.napier.ac.uk/Student-Administration/Complaints/Pages/Complaints.aspx
- Staff should consult the Human Resources and Development 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 or our Inclusion Strategy you can contact the HR Capability Team or Student Wellbeing and Inclusion Team.

Edinburgh Napier University Inclusion Committee
Inclusion Statement
October 2017