



EQUAL OPPORTUNITIES POLICY

1. Introduction

1.1 The University is committed to equality of opportunity, the pursuit of diversity amongst its employees and student population and a supportive environment for all members of our community. This policy sets out the commitment of the University, its Board of Governors, Vice Chancellor and senior management to promote equality of opportunity and work to eliminate any unlawful or unfair discrimination and harassment in the workplace or at study. It expects that all employees and students alike will contribute to and actively support the University in working towards the elimination of discrimination and harassment and the promotion of equality of opportunity in terms of access to the University's services, employment opportunities and support for students in their welfare and education.

1.2 We are committed to providing equality for all irrespective of:

- Age.
- Disability
- Ethnicity (including race, colour and nationality)
- Gender
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity.

Under the Equality Act (2010) these are known as 'protected characteristics'.

1.3. It is University practice for University policies to be subject to a process of monitoring for any potential adverse impact on protected characteristic groups, this is known as a "Equality Check" (Equality Impact Assessment).

1.4 This policy is in accordance with the Equality Act 2010.

4. Implementation of the Policy

4.1 The University's managers will ensure that:

- Employees and students are aware of the equality and diversity policies and the procedures for making a complaint.
- The implementation of all equality policies and schemes is monitored and progress reported.
- Equality is taken into consideration, where appropriate, in policies, strategies and procedures to ensure that they promote equality and do not unlawfully discriminate.
- Employees, students and their union representatives are provided with appropriate forums e.g. the Organisational Development, Equality and Diversity Committee and any adhoc committees, to discuss equality and diversity issues and raise any concerns.

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5. Complaints of Discrimination

- 5.1 If a student, an employee or visitor believes that they have suffered any form of discrimination, harassment or victimisation the University will take the matter very seriously. All complaints will be dealt with in accordance with the agreed procedures. Anyone who makes a complaint of discrimination will not be victimised and we will make every effort to ensure victimisation does not occur and that any complaints are dealt with promptly.
- 5.2 Students can raise the matter through the Student Complaints Procedure. Details are available at: <https://www.bolton.ac.uk/student-policy-zone/>
- 5.3 Employees can raise the matter through the University's Grievance Procedure. Details are available from: <https://www.bolton.ac.uk/assets/Uploads/StaffGrievanceProcedure.pdf>
- 5.4 The University has a separate policy relating to harassment and bullying which also sets out the specific pre available(s)d6 (.)2 (bo72t)2ac y

- 6.4 Learning materials should be non-discriminatory. If discriminatory material is used to make a point, the discriminatory nature should be pointed out by the employee using the material.
- 6.5 Advice and Support - counselling and advice for students relating to discrimination,

8. Advertising and Information

- 8.1 University publications and advertisements for employees and student recruitment will state the University's commitment to Equality and Diversity. Language and images used in all publications, written and electronic material will not be discriminatory. The Student Prospectus will show clear entry requirements for