

## **Commitment to Equality and Diversity**

Birmingham Newman University is committed to building and supporting a diverse and inclusive community. Our aim is to ensure that anyone who studies or works at Birmingham Newman University will be empowered to achieve their full potential by fostering an environment of openness in which everyone is valued equally and can participate with confidence. We value the widest possible range of cultural inputs from students and staff alike as we recognise that this will improve and strengthen our institution. The synergy of a diverse community will bring new ideas, exchanges and interrelationships which will enrich Birmingham Newman University for the benefit of all.

There are a number of values that underpin this commitment statement which form the basis of our equal opportunity strategy:

- A spirit of co-operation and understanding between all students and staff based on mutual respect and trust
- A community that is built on tolerance and openness within high professional standards
- An environment of equality of opportunity that encourages an understanding and appreciation of the needs of others
- A commitment to dealing with oppressive behaviour, harassment or bullying
- A culture where diversity is celebrated and all students and staff are valued equally

We recognise the true value of diversity and will provide equality of opportunity for all our students and staff by:

- Working pro-actively to promote good relations between all students and staff
- Taking effective action to prevent discrimination, bullying or harassment on any grounds
- Promoting equality of access to education, training and development
- Providing flexible learning and working opportunities to support differing aspirations and goals
- Promoting good practice in all activities such as recruitment, selection promotion and curriculum practices
- Listening to and learning from our students, staff and partners
- Promoting, managing and monitoring equality and diversity across the University and in particular monitoring race, gender and disability in relation to student and staff profiles

**All our students, staff and partners have a responsibility to act in a way which supports and promotes this commitment.**

Minor update - November 2023