

# THE UNIVERSITY *of York*

## EQUALITY AND DIVERSITY POLICY FOR STUDENTS

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## 1 Aims

This Policy for students is about promoting positive attitudes towards equality and diversity and to ensure that everyone working, living and studying at the University is treated fairly and with dignity and respect. This Policy aims to ensure that no prospective or existing student shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, disability, HIV status, sexual orientation, gender, marital or parental status, gender re-assignment, religious belief or non-belief, political belief or social or economic class, pregnancy and maternity or any other basis that cannot be shown to be properly justifiable.

The University will ensure that its policies, procedures and practices comply with current equality legislation<sup>1</sup>.

This Policy sets out the University's work in support of equality in the key areas of current legislation and highlights existing equality policies and schemes.

## 2 Equality Areas

### 2.1 Age

The University celebrates and values the diversity of students of all ages and aims to ensure that all students are treated fairly and with dignity and respect.

For further sources of help, support and information on age equality see the Equality and Diversity web pages: [www.york.ac.uk/admin/eo/Age/Age.htm](http://www.york.ac.uk/admin/eo/Age/Age.htm)

### 2.2 Disability

In support of the work on disability equality the University has developed a Disability Equality Scheme  
[www.york.ac.uk/student-support-services/disability-services/des/](http://www.york.ac.uk/student-support-services/disability-services/des/).

The University's Disability Services within the Student Support Office  
[www.york.ac.uk/students/support/disability/](http://www.york.ac.uk/students/support/disability/) provides support for students.

For further sources of help, support and information on disability equality see the Equality and Diversity web pages:  
[www.york.ac.uk/admin/eo/Disability/Disability.htm](http://www.york.ac.uk/admin/eo/Disability/Disability.htm)

### 2.3 Gender Reassignment

The University celebrates and values the diversity of its students and aims to ensure that all transgender students are treated fairly and with dignity and respect.

For further sources of help, support and information on gender reassignment equality see the Equality and Diversity web pages:  
[www.york.ac.uk/admin/eo/gender/Transgender/GenderReassignment.htm](http://www.york.ac.uk/admin/eo/gender/Transgender/GenderReassignment.htm)

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<sup>1</sup> The Equality Act 2010: [www.equalities.gov.uk/equality\\_bill.aspx](http://www.equalities.gov.uk/equality_bill.aspx)

## **2.4 Marriage and Civil Partnership**

The University aims to ensure that all students who are in a marriage or civil partnership are treated fairly and with dignity and respect. Civil partnership is recognised and reflected in University policies in accordance with the law.

For further sources of help, support and information on marriage and civil partnership equality see the Equality and Diversity web pages:  
<http://www.york.ac.uk/admin/eo/MarriageCivilPartnership.htm>

## **2.5 Pregnancy and Maternity**

The University aims to provide an environment where students are supported and treated fairly and with dignity and respect during pregnancy and maternity and whilst breastfeeding.

For further sources of help, support and information on pregnancy and maternity equality see the Equality and Diversity web pages:  
[www.york.ac.uk/admin/eo/PregnancyMaternity.htm](http://www.york.ac.uk/admin/eo/PregnancyMaternity.htm)

## **2.6 Race**

In support of the work on race equality the University has a Race Equality Policy and Action Plan: [www.york.ac.uk/admin/eo/Race/index.htm](http://www.york.ac.uk/admin/eo/Race/index.htm)

For sources of help, support and information on race equality see the Equality and Diversity web pages: [www.york.ac.uk/admin/eo/Race/index.htm](http://www.york.ac.uk/admin/eo/Race/index.htm)

## **2.7 Religion and Belief and non-belief**

In support of the work on religion and belief and non-belief equality the University has developed a Policy for Students on Religion, Belief and Non-Belief:

[www.york.ac.uk/admin/eo/policies/ReligionBeliefNonBeliefStudents.htm](http://www.york.ac.uk/admin/eo/policies/ReligionBeliefNonBeliefStudents.htm)

For sources of help, support and information on religion and belief and non-belief equality see the Equality and Diversity web pages:

[www.york.ac.uk/admin/eo/Religion/index.htm](http://www.york.ac.uk/admin/eo/Religion/index.htm)

## **2.8 Sex (Gender)**

In support of the work on gender equality the University has developed a [Gender Equality Scheme](#).

[www.york.ac.uk/admin/eo/GenderEqualityScheme.htm](http://www.york.ac.uk/admin/eo/GenderEqualityScheme.htm).

For further sources of help, support and information on gender equality see the Equality and Diversity web pages:

[www.york.ac.uk/admin/eo/gender/genderequality.htm](http://www.york.ac.uk/admin/eo/gender/genderequality.htm)

## **2.9 Sexual Orientation**

The University celebrates and values the diversity of its students and aims to ensure that all lesbian, gay and bisexual students are welcomed and are treated fairly and with dignity and respect.

For further sources of help, support and information on sexual orientation equality see the Equality and Diversity web pages:

[www.york.ac.uk/admin/eo/SexualOrientation/Sexualorientation.htm](http://www.york.ac.uk/admin/eo/SexualOrientation/Sexualorientation.htm)

## **3 University Functions**

All University functions will take account of University equality policy. The following functions have specific responsibilities:

### **3.1 Student Admissions**

The University is committed to excellence in admissions and aims to provide a professional and fair service for applicants.

The University aims not only to select students who have the ability and motivation to benefit from the programmes which they intend to follow and who will make a contribution to university life, but also to ensure that no prospective or existing student is treated less favourably on any grounds stated in section 1 of this policy. For further information see the University's Undergraduate Admissions Policy:

[www.york.ac.uk/admin/uao/ugrad/admiss/policy.htm](http://www.york.ac.uk/admin/uao/ugrad/admiss/policy.htm)

and the Graduate Admissions Policy:

[www.york.ac.uk/graduatestudy/applying/Postgraduate Admissions Policy 2009.pdf](http://www.york.ac.uk/graduatestudy/applying/Postgraduate_Admissions_Policy_2009.pdf)

NOTE: Both these policies are currently under revision.

### **3.2 Widening participation**

The University is committed to widening participation in higher education and is keen to see a socially and culturally diverse student population at York. To help achieve this the University offers a wide range of activities for schools, parents and teachers and is involved in many projects which aim to raise aspirations and encourage progression to University. The University's Widening Participation Strategy and Action Plan details this commitment. See [www.york.ac.uk/admin/uao/wp/wpstrategy2006-2009.htm](http://www.york.ac.uk/admin/uao/wp/wpstrategy2006-2009.htm) (currently under revision).

### **3.3 Teaching, learning and assessment**

The University values the diversity of backgrounds and experiences that students bring to the academic environment of the University and is committed to meeting the needs of a diverse and changing student body. The University aims to ensure that all teaching, learning and assessment strategies are equitable, undertaken with awareness of the different needs of students,

and are directed towards the encouragement of academic and personal development.

The University recognises the importance of encouraging diversity to be reflected in the content of courses, teaching methods and forms of assessment as reflected in the Learning and Teaching Strategy:

[www.york.ac.uk/admin/aso/teach/policies/landtstrategy.pdf](http://www.york.ac.uk/admin/aso/teach/policies/landtstrategy.pdf)

### **3.4 Facilities and Services**

All facilities and services provided by or in association with the University operate in accordance with the University's Equality and Diversity Policy for Students. This includes catering facilities, accommodation services, sports provision, retail outlets, conference and social activities.

### **3.5 Student Support**

The welfare of all students of the University is of the highest priority. The student support network aims to secure the personal development, physical and mental well-being and welfare of all students, supporting them in realising their academic potential. See list of sources of help relating to welfare and support of students at the end of this document. The student supervisory system also plays a role in the welfare of students. Details are provided in departmental handbooks.

## **4 Harassment**

The University aims to provide a stimulating and supportive environment for learning, teaching and research which will enable students to fulfil their personal potential. All members of the University community have an important role to play in creating an environment where harassment is unacceptable. Students experiencing harassment or bullying in any form can contact one of the Harassment Advisers who offer a first point of contact to anyone experiencing harassment.

For further sources of help, support and information on harassment and bullying see the Equality and Diversity web pages: [www.york.ac.uk/admin/eo/harassment.htm](http://www.york.ac.uk/admin/eo/harassment.htm) and the Code of Practice on Harassment:

[www.york.ac.uk/admin/eo/Harassment/code.htm](http://www.york.ac.uk/admin/eo/Harassment/code.htm)

## **5 Complaints**

Students who wish to make a complaint about an equality related matter should seek to do so in accordance with the University complaints procedure outlined at:

[www.york.ac.uk/admin/ss/copr/complaintsproc.htm](http://www.york.ac.uk/admin/ss/copr/complaintsproc.htm) In the first instance you should seek resolution by taking your complaint to the member of the University most closely involved with the substance of your complaint.

## **6 Monitoring**

The University is committed to equality monitoring of undergraduate and postgraduate applications, admissions, progression and achievement. Comparisons are currently made by ethnicity, age, gender, under-represented groups and disability. The results of such monitoring will be reviewed by the Equality and Diversity Committee and by Departments. Any action will be based on the result of this monitoring and as a result of the Equality Impact Assessment of policies and procedures.

## **7 Implementation and Responsibilities**

The University seeks to ensure that, as far as is reasonably practicable members of the University are informed of this Policy and any associated procedures. All members of the University are responsible for familiarising themselves with this Policy and its implementation.

The following groups and post holders have particular responsibility for various aspects of the Equality and Diversity Policy for Students.

- Council is responsible for monitoring the work of its Committees and Boards to ensure the University's goal of achieving equality.
- The Equality and Diversity Committee is responsible for formulating, monitoring, evaluating and reviewing all aspects of the University's work on equality and diversity including the Code of Practice on Harassment. The York University Students' Union (YUSU), the Graduate Students' Association (GSA) and the International Students' Association (ISA) are represented on this committee.
- The Senior Equality and Diversity Adviser and the Equality and Diversity Adviser are responsible for giving advice, support and guidance to students and staff on a range of equality matters.

Students can seek help from the people listed below:

Student Support Office:

E-mail: [student-support@york.ac.uk](mailto:student-support@york.ac.uk)

Web: [www.york.ac.uk/student-support-services/student-support-office/](http://www.york.ac.uk/student-support-services/student-support-office/)

Tel: 01904 324140

The International Student Support Co-ordinator

E-mail: [international-support@york.ac.uk](mailto:international-support@york.ac.uk)

Web: [www.york.ac.uk/students/support/international/](http://www.york.ac.uk/students/support/international/)

Tel: 01904 324144

The University of York Students' Union Advice and Support Centre

E-mail: [asc@yusu.org](mailto:asc@yusu.org)

Web: [www.yusu.org/asc](http://www.yusu.org/asc)

Tel: 01904 323720

College Welfare Teams:

Web: [www.york.ac.uk/colleges/](http://www.york.ac.uk/colleges/)

Click on your college for a list of welfare contacts

Equality and Diversity Office

E-mail: [equality@york.ac.uk](mailto:equality@york.ac.uk)

Web: [www.york.ac.uk/admin/eo](http://www.york.ac.uk/admin/eo)

Tel: 01904 324680

Open Door Team

E-mail: [opendoor@york.ac.uk](mailto:opendoor@york.ac.uk)

Web: [www.york.ac.uk/opendoor/](http://www.york.ac.uk/opendoor/)

Tel: 01904 322140

The Graduate Students' Association:

E-mail: [info@yorkgsa.org](mailto:info@yorkgsa.org)

Web: [www.yorkgsa.org/](http://www.yorkgsa.org/)

Tel: 01904 322718

Harassment Advisers:

List available from the

Web: [www.york.ac.uk/admin/eo](http://www.york.ac.uk/admin/eo)

Equality and Diversity Office

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