

Nottingham Trent University

Dignity and Respect Policy Statement

Context

Nottingham Trent University (NTU) is a vibrant place to study and work, enriched by the diversity of perspectives, cultures and backgrounds brought by its students, colleagues, visitors and local communities.

Purpose

The purpose of the Dignity and Respect Policy is to communicate the University's commitment to creating a positive study and workplace environment that is inclusive and welcoming for all. It sets out the University's expectation that all members of NTU's community will conduct themselves, whether on or off campus, in a way that upholds the general principles of dignity and respect.

Scope

It is our expectation that all members of the NTU community will actively contribute to the fulfilment of this commitment. By NTU community we mean its students, colleagues and its Leadership and Executive Teams.

Vision

The University's vision is to create an inspirational, inclusive learning and working environment: an environment characterised by inclusivity, dignity and respect, free from discrimination, harassment and bullying any unwanted/inappropriate behaviour/conduct.

General Principles

- Respect is important to NTU, every member of NTU's community must exercise respectful behaviours towards others because this helps to maintain a positive, healthy environment for work and study.
- Creating an environment of respect is a shared responsibility. Respect does not necessarily mean that we all must agree or hold the same views; disagreements and differences are inevitable aspect of our environment. However, the underpinning principle and expectation is that we have a collective responsibility to treat each other with dignity and respect.

Engagement

The University is committed to facilitating engagement and open dialogue to ensure that the voices of stakeholders are taken into account appropriately. This includes but is not limited to all students and colleagues either individually or collectively through relevant student and employee networks, NTSU and recognised Trade Unions (TU), any other formal or informal communication channels (e.g. focus groups or surveys).

Policy Delivery

- The University complies with its legal responsibilities in carrying out both the general and specific public sector equality duties.
- The University adheres to an evidence-based approach to underpin equality, diversity and inclusion planning.
- The University collects, stores and publishes equalities information appropriately, whilst protecting the confidentiality of personal information.
- The University produces and publishes equality objectives aligned to the needs of the business that proactively seek to eliminate disadvantage and promote inclusivity.
- The University provides EDI tools and resources including training, guidance materials, information resources that support this policy.

Communication

The Policy is publicly available on the University website. Alternative formats of the Policy can be made available via the [Equality, Diversity and Inclusion Team](#).

The Equality, Diversity and Inclusion website hosts information accessible to colleagues, students and members of the public. It provides an opportunity for stakeholders to track the progress of initiatives and to access published documents.

In any event where the NTU's EDI commitment is not fulfilled, this should be raised at the earliest opportunity using the most appropriate NTU channels. Sources of help, support and advice accompany this statement and can be found under the **Related Content** section of this page.