

# **Nottingham Trent University**

## **Equality, Diversity and Inclusion 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 Equality, Diversity and Inclusion (EDI) policy is to state and communicate the University's commitment to EDI. The University promotes inclusive behaviours based upon respect, honesty, and an openness to listen and willingness to learn.

### **Scope**

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

### **Vision**

The University's equality, diversity and inclusion vision is to create an inspirational, inclusive learning and working environment: an environment characterised by inclusivity, respect and dignity, free from discrimination, harassment and bullying.

### **Principles**

- EDI to be embedded within the activities of the organisation.
- Every member of NTU's community can make a difference and must positively contribute to ensure the success of this vision.

### **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), formal and informal focus groups and 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. It is also as a repository for equalities data and guidance to assist colleagues.

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.