



Equality, Diversity and Inclusion Policy

Author	People and Organisational Development Directorate, Head of EDI, Health and Wellbeing
Version	3
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Please note, this policy will remain in place until it is superseded by an updated version or withdrawn from circulation.

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1. Purpose

- 1.1 This policy supports our aim to build an equitable and inclusive university where all students, staff and University partners feel welcome, respected and empowered to reach their full potential. It underpins our commitment to eliminating discrimination and tackling all forms of bullying, harassment and victimisation.
- 1.2 Our approach is guided by the EDI Strategy 2025-2030, which sets out a clear roadmap for building a diverse community, transforming our systems, and cultivating a culture of inclusion and belonging.
- 1.3 This policy should be read in conjunction with our Dignity at Work Policy, Freedom of Speech Policy and Code of Conduct.
- 1.4 Any legislative changes will supersede this policy.

2. Scope

- 2.1 This policy applies to University staff, contractors, students, invitees and visitors.

3. Principles

- 3.1 The University of Hull is committed to creating an inclusive, fair and respectful environment where everyone feels they belong. We celebrate the diversity of our community and recognise it as a source of strength, innovation and excellence.
- 3.2 We hold ourselves accountable to uphold the rights and dignity of all individuals, taking action against discrimination, harassment, and victimisation. We expect all members of our community to uphold the principles of dignity, respect and responsibility, and to act when witnessing inappropriate behaviour.
- 3.3 We take a proactive and systemic approach to embedding equity, diversity and inclusion into everything we do, from education and employment to research and knowledge exchange.
- 3.4 Our work is informed by lived experience, data, and a shared commitment to continual learning and improvement.
- 3.5 Our Equality, Diversity and Inclusion Strategy is built around three interdependent pillars, Community, Organisation, and Culture which together form the foundation of a more inclusive, equitable, and empowering university experience. These pillars are supported by a set of guiding principles: we design for inclusion, seek diverse perspectives, take collective responsibility,

focus on systemic change, and hold ourselves accountable. These commitments shape how we work, learn and lead ensuring that every policy, practice and interaction reflects our shared ambition to create a university where everyone feels respected, represented, and able to succeed.

4. Legal obligations

4.1 Through the execution of this policy, we aim to ensure we comply with all under the General Equality Duty set out in the Equality Act 2010 (the Act) the University has obligations as both an employer and as an education provider. This means that we must, in the exercise of our functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

4.2 In addition, as a public authority, we must:

- Publish information to demonstrate our compliance with the General Equality Duty across our functions; and
- Prepare and publish equality objectives.

4.3 The Equality Act 2010 (the Act) protects people from discrimination related to 'protected characteristics'.

5. Protected characteristics

5.1 The Act protects people from discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

6. Equality, diversity and inclusion

- 6.1 All colleagues are to be treated with dignity and respect. Every policy is subject to our Equality, Diversity, and Inclusion Policy. If you have any questions concerning any of the requirements related to a disability or other protected characteristic in this policy, as soon as feasible, you should raise such concerns with your line manager or the designated People Services Team representative so that adjustments can be given consideration.

7. Further information

- 7.1 This policy is not contractual and is not intended to be incorporated into individual terms and conditions of employment. It may be subject to review, amendment, or withdrawal but any changes will be made following consultation with the recognised trade unions.

8. Monitoring

- 8.1 This policy will be reviewed, including relevant data, as available to monitor the effectiveness of its application at the review date in consultation with the recognised trade unions.

9. GDPR

- 9.1 All collected data will be managed and processed in accordance with the [University's Data Protection Policy](#) and retained in line with the [University Retention Schedule](#).
- 9.2 Data will be securely stored within Workday and physical records maintained within the individual's central file. In cases where deemed necessary, data may also be securely stored within relevant departments. Access to this data is restricted to staff whose responsibilities necessitate the use of such information for the execution of their roles.
- 9.3 For further details regarding the handling of your data, please refer to the [University's Staff Privacy Notice](#) or contact the Data Protection Team via dataprotection@hull.ac.uk.

10. Version control record

Version number	Summary of changes including paragraph numbers	Date approved by PWG
V1	New policy created.	August 2023
V2	Transferred to new policy template and updated with new naming conventions.	July 2025

V3	Updates throughout.	October 2025
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