



Valuing Diversity Code of Practice

At Cranfield University, our diversity is one of the many things that makes us unique. We have staff and students representing over 100 countries. In line with our [University values](#), we recognise that people from different backgrounds can bring fresh ideas and perspectives. By harnessing diversity and going beyond what is legally required, we are able to nurture creativity and innovation, which helps us attract and retain the best talent and helps us reflect the diverse communities we operate in.

Our University Charter states:

“The University will provide a collaborative and supportive working and learning environment, which embeds equality of opportunity and the rights of individuals in all its operations and treats everyone with dignity and respect.”

The purpose of this Code of Practice is to outline practices through which our [Diversity Statement and Strategy](#) will be implemented.

We aim to go beyond the Equality Act 2010 and protect staff and students against unfair treatment and disadvantage beyond the protected characteristics specified (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation).

Under the Equality Act, ‘discrimination’ is defined as treating one person less favourably than another. It may be ‘direct’ or ‘indirect’ and can be by ‘association’ or ‘perception’:

- *Direct discrimination* occurs when two individuals are treated differently where the reason for the difference in treatment is a protected characteristic.
- *Indirect discrimination* occurs when a practice or policy or action which may at first appear neutral in its effects, but at closer examination disproportionately and adversely affects a person’s protected characteristic.
- *Discrimination by association* occurs where a person does not have a protected characteristic themselves but is treated less favourably because of their relationship with someone who does e.g. the parent of a disabled child.
- *Discrimination by perception* occurs when someone acts or behaves in a discriminatory way towards a person due to the belief that they have a protected characteristic, whether or not they have such a characteristic.

In addition, under the Equality Act, discrimination also occurs when treating a disabled person unfavourably because of something arising from their impairment and failing to make a reasonable adjustment.

Our Council, the governing body of the University, has agreed the following policy statement on harassment:

‘Cranfield University is committed to a working and learning environment that is free of intimidation or discrimination. Harassment can seriously worsen working and social conditions for staff and students of the University. Any incidents of harassment will be regarded extremely seriously and can be grounds for disciplinary action which may include dismissal or expulsion.’

Appropriate procedures are in place for staff and students who believe they have experienced bullying or harassment by a member of staff or student. We have a Dignity at Work Policy (staff) and Dignity at Study Policy (students), which outlines the process staff or students should follow if they experience any inappropriate behaviours such as harassment or bullying.

In order to promote a culture of inclusivity and embed diversity in all we do, this Code of Practice will be published and communicated to all to staff and students. In addition, staff and students have access to resources and training to ensure they are aware of their roles and responsibilities under the Equality Act and how they can help promote a culture of inclusivity.

Appendix to the Code of Practice on Valuing Diversity

This Code of Practice underpins all of our diversity policies, procedures and action plans. It will be implemented in the principles detailed below.

A. Staff and student recruitment

We promote equality for all staff and student applicants and welcomes applications from people from all backgrounds by:

- (i) ensuring recruitment and selection decisions are based on the applicant's ability to satisfy the job or course specification, with personal information relating to protected characteristics not being shared with those responsible for selection*
- (ii) ensuring managers, academic and support staff have appropriate development in diversity and inclusion
- (iii) ensuring policies and practices support our Diversity and Inclusion Strategy and associated action plans
- (iv) annually monitoring recruitment, selection, retention and admissions data by protected characteristics and taking appropriate action where necessary.

B. Learning, teaching and working environment

We are committed to maintaining an environment which encourages our staff and students to participate fully in the working and learning environment:

- (i) reasonable adjustments are made to remove barriers to accessibility, particularly in relation to digital systems, access to services, information and buildings
- (ii) staff and students are made aware of their responsibilities within equality legislation so that they are able to maintain an inclusive working and learning environment and instil a culture of respect
- (iii) policies and procedures are in place relating to behaviour at work and study for staff and students, which help promote a zero tolerance of harassment and bullying. We also have a wellbeing strategy to ensure staff and students are supported in terms of their health and wellbeing while working or studying with us.

** unless it may impact the applicant's ability to work or study, in which case permission is sought before the information is shared.*

C. Staff learning and development

All staff have access to development opportunities (such as workshops, mentoring and various networks) which should be discussed as part of ongoing performance and development review discussions with line managers.

Learning and Development programmes and workshops ensure diversity and inclusion is

embedded into them so that staff are aware of their responsibilities under University policies in line with best practice.

D. Monitoring

We publish an annual diversity monitoring report and action plan which incorporates staff data by the protected characteristics, to help identify trends and potential gaps and actions to address this. The report is approved by the University Executive and Council.

E. Further reference documents

- (i) University Diversity Strategy
- (ii) Diversity Monitoring Reports
- (iii) Dignity at work policy
- (iv) Dignity at study policy
- (v) Student welfare book
- (vi) Wellbeing strategy

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