



Code of Practice on Valuing Diversity People & Culture

At Cranfield University we value diversity and inclusion. Our diversity is one of the many things that makes Cranfield unique as 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 perceptions. Through harnessing diversity, we will nurture creativity and innovation, which will help us attract and retain the best talent and help us reflect the diverse communities we operate in.

Our University Charter states:

“The University will promote 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”.

In valuing diversity, our University Charter further provides that:

“Academic Staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges”.

Furthermore, advancing ideas and learning through debate is a critical part of what universities do. Freedom of speech is therefore essential to students and the wider Cranfield community. Upholding freedom of speech matters because it exposes students to new and challenging ideas, encourages robust but civil debate which respects and understands different viewpoints, and underpins diversity in the academic community. Cranfield University supports the Office for Students’ adoption of the widest possible definition of freedom of speech: anything within the law.

1. The purpose of this Code of Practice is to outline practices through which the University's Diversity Statement and Strategy will be implemented.
2. The University will protect staff and students against unfair treatment or discrimination based upon the protected characteristics specified in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation).
3. Under the Equality Act, ‘discrimination’ is defined as treating one person less favourably than another. Discrimination 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.

Procedures are in place for staff and students who believe that they have experienced bullying or harassment by a member of staff or student. We have a Dignity at work and study policy, which outlines the process staff or students should follow if they experience behaviours such as harassment or bullying.

4. In order to promote a culture of inclusivity and embed diversity, 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 to help promote a culture of inclusivity.

Appendix to the Code of Practice on Valuing Diversity

This Code of Practice underpins the University's Diversity policies, procedures and action plans. It will be implemented in the principles detailed below.

A. Staff and Student Recruitment

The University promotes 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 available to those responsible for selection. *
- (ii) ensuring managers, academic and support staff have appropriate development in diversity and inclusion.
- (iii) ensuring policies and practices support the University's Diversity & Inclusion strategy and associated action plans.
- (iv) annually monitoring recruitment, selection, retention and admissions data by protected characteristic and taking appropriate action where necessary.

B. Learning, teaching and working environment

The University is committed to maintaining an environment which encourages members of 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 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 a culture of respect.
- (iii) policies and procedures are in place relating to behaviour at work and study for staff and students. We also have a wellbeing strategy for staff and students to ensure they are supported in terms of their health and wellbeing whilst working or studying with us.
- (iv) University policies and procedures are in place relating to academic freedom, freedom of speech and the Public Sector Equality Duty.

* Unless it may impact the applicant's ability to work or study, in which case permission would be sought before the information was shared.

C. Staff Learning and Development

All staff have access to development opportunities (such as workshops and mentoring and staff networks) which should be discussed as part of ongoing P&DR discussions with Line Managers.

Staff 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

The University publishes an annual 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 EDI Strategic Plan
- (ii) Diversity Annual Reports
- (iii) Dignity at work and study policy
- (iv) Student welfare handbook
- (v) Wellbeing strategy

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