

The Courtauld

Equality, Diversity and Inclusion Policy

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| Sensitivity | <i>Public</i> |
| Effective date | <i>January 2025</i> |
| Policy area | <i>Governance</i> |
| Responsible officer | <i>Director of Governance</i> |
| Approved by | <i>Governing Board – 2 December 2024 SMT – 18 November 2024</i> |
| Consultation | <i>Students' Union JCNC EDI Steering Group</i> |
| External references | <i>Equality Act 2010</i> |
| Internal references | <i>Detailed within Policy</i> |
| Version history | <i>V1.0</i> |
| Supersedes | <i>This Policy supersedes the Equal Opportunities Policy dated November 2013, last reviewed 2016</i> |
| Review date | <i>November 2027</i> |

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Purpose and Scope

The purpose of this Policy is to set out our commitment to equality, diversity and inclusion. It underpins our aim to provide an environment which is free from all forms of unfair treatment, discrimination and harassment for those who study, work and engage with The Courtauld and informs all aspects of our activities including our wider policy and decision-making frameworks.

This policy applies to all staff, students, Governors and committee members, contract and agency workers, volunteers and those providing services to The Courtauld.

Each year, The Courtauld publishes an Annual Report to meet expectations under the Public Sector Equality Duty and shape our future plans to support implementation of this Policy. Related equality objectives are considered and published periodically.

Policy Statement

Our Strategic Plan (2024-29) includes as a strategic priority our aim to become a model of inclusion, accessibility and openness within the higher education sector. We believe that a culture of equality, diversity and inclusion also supports wellbeing, promotes a sense of belonging and enables staff and students to perform at their best.

We are committed to change, specifically to:

1. Developing, embracing and maintaining a culture of equality, inclusion, diversity, and anti-racism;
2. Shaping our knowledge, collections, teaching & learning, research and public engagement in ways that reflect our commitment to equality and diversity;
3. Becoming an organisation whose community and audiences better reflect and benefit from the diversity of the world in which we live.

Legislative Context

This policy is set within the Equality Act 2010. The following legislation is also relevant context for the Policy:

- Rehabilitation of Offenders Act 1974
- Section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Section 43 of the Education (No 2) Act 1986, as updated by the Higher Education and Research Act 2017, in relation to free speech.

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Roles and Responsibilities

All members of The Courtauld community have a responsibility to promote equality, diversity and inclusion.

The **Governing Board** is responsible for the approval of this Policy and subsequent amendments. The Board receives an annual report on equality and diversity in support of its obligations under the Public Sector Equality Duty.

On behalf of the Märit Rausing Director, the **Director of Governance** is responsible for oversight and co-ordination of Policy.

Members of the **Senior Management Team** and **Operational Leadership Group** are accountable to the Director for the application of the Policy to all those within its scope.

Managers and supervisors have particular responsibilities given their day-to-day roles in managing staff and their engagement in recruitment, selection and training of staff.

An **EDI Steering Group** is responsible for advising SMT on implementation of this Policy and related policies within The Courtauld.

Related policies and procedures

For staff, please see the Human Resources Hub for full details including:

- Recruitment and selection
- Harassment and Bullying
- Close personal relationships
- Maternity leave, paternity leave and parental leave
- Flexible working
- Disciplinary procedures
- Grievance procedures
- Code of Practice on Free Speech

For students, please see the Student Policies webpage for full details including:

- Sexual Misconduct
- Student Code of Conduct
- Student Complaints
- Code of Practice on Free Speech

For the Gallery:

- Gallery accessibility
- Feedback and complaints

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Communication and Dissemination

This Policy will be brought to the attention of all students on enrolment and all new staff on commencing in role. It will also be drawn to the attention of other individuals that fall within its scope on appointment (e.g., governors; contractors; agency workers and volunteers).

To support implementation of this Policy, training is provided to staff as a mandatory part of induction.

Support and Resources

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| Within the Courtauld: Policy matters: Director of Governance | For staff: <ul style="list-style-type: none">• Human Resources• Employee Assistance• Union representatives |
| | For students: <ul style="list-style-type: none">• SAS, in particular the Wellbeing Service• Students' Union |
| External resources: | Equality, Diversity and Inclusion Advance HE Homepage EHRC Equality, diversity and inclusion (EDI) – UKRI |

Review

This Policy will be reviewed at least every three years by the Governing Board. The framework for consultation on any changes is set out on page one.

This Policy is next due for review on or before November 2027.