

BPP University – University Policies and Procedures
Equality, Diversity & Inclusion



Scope	Staff/Students
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Purpose	Outlines the University's approach to Equality, Diversity and Inclusion

Regulatory Mapping

BPP General Academic Regulations
Section G: Rights & Duties

BPP University
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Equality, Diversity & Inclusion

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Equality, Diversity & Inclusion Policy

1. Introduction

- 1.1. As outlined in the General Academic Regulations (GARs) section G Rights and Duties:
- a) Section 2: Academic Freedom and Freedom of Speech Rights, BPP University values independence of thought and the rights of both academic freedom and freedom of speech to all staff, students, and visiting speakers who contribute to the intellectual life of the University; however, this must be exercised within the Law.
 - b) Section 4: Equality and Diversity Duties, the University is fully committed to promoting equality and tackling discrimination to ensure fair access to learning and facilities for students and enacts its duties through this policy.

2. Values and Behaviours

- 2.1. In preservation of our values of inclusive practice, through fostering equality of opportunity, fairness, honesty and integrity the University will:
- (a) sustain an ethos of inclusion and participation through, and for staff, students, learners and its representatives;
 - (b) take positive steps to counter inappropriate behaviours and eliminate unlawful discrimination, harassment and victimisation in any form; on the grounds of a protected characteristic; age, disability, gender-reassignment, race, religion, sex, and /or sexual orientation, including inappropriate behaviours based on

perceptions thereof. Staff and students are encouraged to recognise, challenge and report individuals or groups who express such behaviours;

- (c) promote and foster good relations between our communities of staff, students, learners and apprenticeship partners with protected characteristics and those who do not share those characteristics;
- (d) work to understand, anticipate, remove or minimise disadvantages and barriers to learning which could be experienced by students and learners due to their protected characteristics, or to learners from low socioeconomic backgrounds or those who are in care or care leavers;
- (e) take reasonable steps to meet the needs of students and learners with protected characteristics where they are placed at a substantial disadvantage compared to others, inclusive of learners from low socioeconomic backgrounds, or who are in care or care leavers;
- (f) encourage learners from under-represented communities to fully participate in education and engage with activities to support broader inclusion;
- (g) provide environments that work towards the principles of Universal Design for Learning (UDL). Creating environments that are accessible to all users where practicably possible;
- (h) work with employers, partner and stakeholder organisations to uphold and maintain our values and ethos of inclusion;
- (i) celebrate diversity and difference by actively exploring opportunities to bridge cultural and social barriers, supporting staff, students, learners and providers by raising awareness and sharing new learning to support inclusion.

3. Equality and Diversity Aims and Objectives

- 3.1. To provide training to staff across the University, making them aware of their responsibilities and duties under the Equality Act 2010, and where applicable; the SEND code of practice.
- 3.2. To develop and implement targeted equality, diversity and inclusion strategies, underpinned through data analysis.
- 3.3. To ensure that BPP's values and behaviours are embedded in corporate and academic practice at all levels of the organisation, including, but not restricted to policy and procedure.

- 3.4. To engage and involve key stakeholders in the design and development of equality, diversity and inclusion initiatives and reviews.

4. Monitoring

- 4.1. BPP University (“the University”) will record staff and student equality, diversity and inclusion information for equal opportunities monitoring purposes, this may also include, but not limited to, information relating to social economic background, care or care leavers.
- 4.2. The University will store equality, diversity and inclusion data as confidential personal data and restrict access to this information in accordance with the General Data Protection Regulations and BPP Privacy Policy. Equal opportunities information will be used exclusively for the purposes of equal opportunities monitoring.
- 4.3. Statistical student and learner population information in relation to diversity and inclusion profiles (e.g. age, gender, ethnicity, domicile disability, and socioeconomic characteristics.) will be analysed to support the monitoring and evaluation of services at BPP University e.g. admissions, registration, achievement and onward progression; this information will form a central aspect of the Equality and Diversity Reports which will be produced annually in conjunction with Continuous Programme Monitoring Reports.
- 4.4. BPP University operates an Equality, Diversity and Inclusion Strategy, based on the Equality and Diversity objectives, and is supported by operational action plans.

5. Review

- 5.1. The University will review the operation of this policy at least annually, or more regularly if required i.e. due to legislative changes, and will take remedial action if non-compliance or barriers to equal opportunities are identified.
- 5.2. When reviewing the policy the University will consider how to best communicate any updates or changes to relevant stakeholder groups through proportionate communications.
- 5.3. To support and inform the review process of this policy the following, but not limited to, stakeholder groups will be engaged, BPP’s Student Association and BPP’s diversity staff networks.

6. Responsibilities

- 6.1. The ultimate responsibility for the implementation of this policy and its functions is vested in the Board of Directors at the University.

6.2. Operational responsibility for the implementation of this policy lies with all line managers, with general oversight provided by Education Services.

7. Relevant Legislation

7.1 The primary piece of legislation that frames this policy is the Equality Act (2010). BPP will meet all its statutory duties under this piece of legislation.

8. Policy Revision History

Version Number	Description	Author	Reviewed by	Date
1.0	Revised and re-presented policy following first stage review of regulatory framework	Director of Academic Governance & Proctor	Dean of Academic Quality & Policy	July 2022
2.0	Moved from the GARs into the UPPs, with main principles and duties remaining in the GARs.	Director of Academic Governance & Proctor	Dean of Academic Quality & Policy	July 2023
3.0	Revised and updated and renamed to Equality, Diversity, and Inclusion Policy	Director of Education Services	Dean of Academic Quality, Policy & Outcomes	November 2025