

SCHOOL EQUALITY AND INCLUSION STATEMENT

See the University [Equality and Diversity web pages](#) and the [School's Equality and Diversity web page](#).

1. **Vision Statement.** “The School of Medicine will be an outstanding place to work, study and collaborate. We will support our university’s ambition to be a beacon of inclusivity by ensuring that: all colleagues feel supported and valued; the principles of equality, diversity, inclusion and opportunity are fully embedded in our operations; bias, bullying, discrimination and harassment are not tolerated”.
2. **Policy.** The School Of Medicine is fully committed to supporting the University’s diversity policy of promoting fairness, equality and diversity in order to ensure equal opportunities for all staff and students. The Head of School is personally responsible to the Principal for ensuring that staff and students are able to work and study in a fair, respectful and dignified environment where individuals are treated according to their ability and no account is taken of background, race, ethnicity, gender, age, religion or belief.
3. **Appointments and Offers.** Academic or administrative appointments are made wholly on the suitability of that individual to fill the post. Offers to students are made on the basis of academic grades and performance at interview.
4. **Complaints.** Every individual has the right to complain if they feel that they are being harassed, bullied, intimidated or discriminated against, and they should feel confident that any complaint made will be dealt with quickly and impartially. Staff or students that wish to raise such a complaint should discuss the matter to establish which of the University’s extant policies are relevant. In this first instance staff should approach their line manager, the Executive Administrator or the University HR staff. Students should approach their personal tutor, the Pro Dean or Student Services.
5. **Responsibilities:**
 - a. **The Director of Teaching.** Responsible for ensuring that students entering the School know where to find the University’s policies and GMC guidance on equality. As Chair of the School Progress Committee review any breaches of these codes.
 - b. **All staff.** All staff should be familiar with and apply the range of university policies. Ignorance of the policy does not constitute an excuse.
 - c. **All students.** All students should take time to understand the equality and diversity policies applicable to them and take care to ensure that they comply with the direction given.
 - d. **Executive Administrator.** Responsible for ensuring that all the staff comply with the University’s E&D training regime.
 - e. **Admissions Officer.** Using data captured on SITS the Admissions Officer may provide evidence to support the schools equality approach to admissions, if challenged.
6. **Further advice.** University Online toolkits and briefings:
 - [Inclusive Recruitment Guide](#)
 - [Inclusive Curriculum Toolkit](#)
 - [Event and Meeting Inclusion](#)
 - [A-Z of Cultural Ethnicity, Religion and Belief Considerations](#)
 - [Equality Staff Briefing: Sexual Orientation](#)
 - [Equality Staff Briefing: Gender Identity & Reassignment](#)

Reference guide for types of Prohibited Conduct under the Equality Act (2010)

Type of Conduct	Terminology	Staff Example	Student Example
Direct Discrimination	Different treatment of two individuals where the reason for the difference in treatment is a protected characteristic.	Training opportunities are offered to younger staff rather than older staff as it's assumed that they older staff would not be interested.	After a heated argument in a course involving student of a religion and students from non-religion during a discussion about radicalisation and terrorism, the School moves some of the students of the religion into another study group. It does not take a similar approach to the non-religious students involved in the incident.
Indirect discrimination	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.	Dress code requirements stating that employees may not wear any headwear would indirectly discriminate against employees of particular religions.	A School introduces a change to its drugs policy to specify that no hypodermic needles will be permitted on campus due to a number of dirty needles being found. Policy has a negative impact on some disabled students who need to use hypodermic needles in the treatment of their condition, such as diabetic students who need to inject insulin at regular intervals during the day.
Victimisation	Treating a person unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.	Staff brands an employee as a 'troublemaker' because they raised a lack of job-share opportunities as potentially discriminatory.	Student applies for a Postgrad course at the University and at interview is questioned about a complaint the student made during Undergrad studies on the grounds of disability. The student is unsuccessful in gaining a place on the course and was able to show a link between not gaining a place and the questioning about the complaint.
Discrimination by association	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.	An internal job applicant has been unsuccessful due to disclosing that they have a caring responsibility for a disabled child, parent or partner, regardless of whether or not the job applicant is disabled.	During Freshers' Week, 2 students decide to sign-up for a course in Religious Studies. One is chair of the 'LGBT Society' and is gay. The other student is a friend and not gay. They are both told that the Religious Studies course has no more places available so they cannot join up. Later one of them sees a group of four men sign-up to the course. In this case not only the gay student but also the friend could complain of discrimination For the friend the discrimination would be on the basis of his association with his friend who is gay.
Discrimination by perception	Acting or behaving 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.	Staff refuses to work with other staff because they believe them to be of a different religion irrespective of whether the staff members are of that perceived religion or not	A course coordinator at the University does not offer a work placement at a hospital to a student as part of the course because they think the student is undergoing a gender reassignment and are worried that the hospital might find this 'uncomfortable' – despite the fact that the student has not undergone a gender reassignment at all.

University of St Andrews - School of Medicine Handbook

Author:	Executive Administrator (DCM)	Approval Committee:	
Consultees:			
Location/s (Med Handbook):	School Organisation>Equality and Diversity Inclusion		
Location of source file:			
Access Level: (Public/University/School Staff)	Public		
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Version Control Record *(expand table as required)*

Date	Revision Description	Major Changes
04/07/2017	Published version	