

---

**Document title:** Statement on Equality and Diversity

**Document version number:** V.1

**Office/department responsible:** Registry Department

**Approved by:** Dr. Mahmoud Allam – President of The Knowledge Hub Universities

---

### **Policy Purpose/Statement**

Equality, freedom and treating all persons with dignity and respect are fundamental human rights. As such, Coventry University Branch at The Knowledge Hub is committed to making these central in all its work.

A diverse student body and workforce benefit the institutions role as a provider of high-quality education and employment in a modern and ever-changing society. Coventry University Branch at The Knowledge Hub is firmly committed to the promotion of equality and will not unlawfully discriminate, or tolerate discrimination (direct or indirect, harassment or victimisation) on grounds of age, disability, ethnicity (including race, colour, caste and nationality). This includes discrimination by association or due to perception.

### **What does this mean to you?**

**As a potential employee** you can be confident that you are applying to work for an organisation fully committed to ensuring equality and diversity and that the recruitment process fully supports and upholds this statement.

**As an employee** you are working for an organisation whose commitment to the promotion of equality and diversity is furthered by a range of policies and procedures to ensure that the institution is benefiting from best practice in this area.

**As a student applying for a place** you will be treated with equality and fairness in accordance with our admissions policy and procedures. You will have access to information and advice throughout the admissions process to assist you with your decision making.

**As a student** you benefit from studying at Coventry University Branch at The Knowledge Hub with a diverse student body and workforce. Our commitment to equality and to dignity and respect is furthered in the student handbook which details your rights and responsibilities.

**As a partner organisation** in any sector (public, private or voluntary) you will be welcomed and treated with dignity and respect. You will work with us to promote equality within joint activities for the benefit of all.

**As a contractor** working on our premises you have both rights and duties (as detailed in your contract) and will act in accordance with our principles and standards.

As a visitor you will be welcomed and treated with dignity, respect and courtesy.

**Responsibilities**

All staff and students are responsible for upholding this commitment. Discriminatory behaviour will be dealt with under the appropriate Complaints, Grievance or Disciplinary procedure.

**Origination Date:** February 2020

**Review Date:** September 2020

**\*\*\*Disclaimer:** The Knowledge Hub Universities reviews the policies on regular basis if needed for work flow and business purposes.

Version Log	Date	Signature of the President of TKH
Version 1 (V.1)		