



EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Equality, diversity and inclusion are at the very heart of the values of UCISA and informs all aspects of our activities and services. We aim to be open, transparent, inclusive, democratic, fair and free from discrimination in order to best meet the needs of all our members, UCISA staff and the wider community.

UCISA (and its subsidiary company UCISA Services Limited) is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- communicating our commitment to equality, diversity and inclusion to all members of the UCISA community.
- communicating where responsibility lies for equality issues i.e., with the Board of Trustees.
- providing appropriate training and briefings for Trustees and staff.
- actively promoting equality, diversity and inclusion.
- challenging discrimination based on age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or belief, sex, sexual orientation, marital or civil partner status, and pregnancy or maternity.
- ensuring that legislation and policy requirements are implemented into all our working practices and embedded into our planning and decisions.
- avoiding discrimination in all aspects of employment, including recruitment, promotion, pay and benefits.

Feedback

Please contact ceo@ucisa.ac.uk confidentially if you have any questions or concerns regarding these matters in relation to UCISA.

Review

This statement was reviewed on **9 August 2023**. It is next due to be reviewed by July 2025, and biennially thereafter.

Note: This document is largely based on the equivalent statement developed by the Association for Learning Technology (www.alt.ac.uk) and made available for reuse and adaptation under a Creative Commons licence.

Other formats

If you would like this statement in another format, please contact us via execsupport@ucisa.ac.uk so we can discuss with you how we can best assist.