

Equality, Diversity and Inclusion Statement

We, in the School of Architecture, Planning and Landscape, are committed to developing and promoting an inclusive community which recruits and retains staff and students from all sectors of society. We strive to create a culture of kindness and care, where everybody is treated with dignity and respect, and promote a nurturing environment in which we can share, respect, and learn from each other's diverse lived experiences. We will help staff and students to fulfil their potential and overcome any potential barriers relating (but not limited) to gender, age, sexual orientation, ethnic heritage, religious belief, physical and/or mental disability, and neurodiversity. We believe that knowledge and education is key to creating a more equitable, diverse and inclusive built environment sector. We will continue to develop strong positive relationships within the School and with external partners and promote a common vision where diversity is valued by all. We will learn more, to advance equality, diversity and inclusion aims within the school, and build on this learning to encourage and support the advancement of our affiliated professional bodies including Royal Institute of British Architects (RIBA) Royal Town Planning Institute (RTPI) Landscape Institute (LI), Royal Institution of Chartered surveyors (RICS) and UK Research and Innovation (UKRI)

Core Commitments of the Policy

1. Dignity and respect in the workplace: All staff and students in the School of Architecture, Planning and Landscape, without exception, have an individual responsibility to ensure that they treat others with dignity and respect at all times, and in any medium. This includes the use of social media and email communications.
2. Equality and Diversity Leads: Two Equality and Diversity leads (one member of professional services staff (PSS) and one member of academic staff) will be appointed by open and transparent process in consultation with the Head of School and the Equality and Diversity Committee. The EDI Leads will be responsible for the implementation of our Equality and Diversity Policy and will be on hand to advise staff and students on its contents.
3. Promoting equality of opportunity for students and staff: The School of Architecture, Planning and Landscape will actively promote equality of opportunity between people of different groups (in compliance with the Public Sector Equality General Duty). This means the School is committed to: a) encouraging student recruitment from under-represented groups; b) retaining and supporting current students from under-represented groups; c) in recruitment of staff (both PSS and academic), the School will endeavour to encourage applicants from under-represented groups. NB: under-represented groups in these cases can mean, but is not limited to, BME/working-class/religious minority/transgender/LGBT groups.
4. Mental health equality: We recognize that we have a seriously high (and increasing) number of students and staff with mental health issues. We are committed to

creating an environment that fosters the mental health of students and staff and to take whatever actions are appropriate to support this.

5. Socio-economic class differences: As a School that actively recruits students from diverse socio-economic backgrounds (e.g. through the PARTNERS scheme), we commit to supporting these students in their learning, helping them to overcome practical and financial barriers to success and providing access to careers advice to ensure that they have the same employment opportunities as their peers.
6. Internationalisation: We foster and support international mobilities and offer opportunities to enhance student/staff awareness of other cultures, this can happen, for example, through our Year Abroad and Exchange programmes targeted at UG students. Further, we commit to finding creative ways of celebrating cultural, ethnic and religious differences across the University and also in our relations with other institutions globally.
7. Transparency of decision-making: The School of Architecture, Planning and Landscape will uphold its commitment to Equality and Diversity in all management decisions (including and especially in the recruitment of staff, see point 3). To this end, the process of decision-making should be open and transparent.
8. We commit to a zero-tolerance policy on all forms of hate and discrimination. The Equality Act of 2010, “legally protects people from discrimination in the workplace and in wider society.” Differences are to be embraced and accepted. This includes the legal requirement to ensure that no individual is treated less favourably based on their protected characteristics of equality including age, disability, gender, gender reassignment status, marital or civil partnership status, political belief, pregnancy or maternity status, race (including ethnic origin, nationality and colour), religion or belief, sexual orientation, trade union membership, or any personal characteristic of the individual. Actions that undermine “dignity and respect” include harassment, bullying, and victimisation.
9. Sexual misconduct: We commit to a zero-tolerance policy on sexual harassment, sexual misconduct, sexual violence, and sex/gender-related violence, whether involving staff or students, and we commit to having procedures in place at School level for both prevention and response. We particularly recognize the danger of male violence against women (and transmasculine individuals), and that this danger can be exacerbated by other existing power differentials ¹.

¹ This policy draws from the Newcastle University Law School and School of Literature, Language and Linguistics, from the Newcastle University Equality and Diversity Action Plan (March 2022) and from the combined statement of the built environment professional bodies July 2022 <https://www.rtpi.org.uk/media/12193/edi-mou-action-plan.pdf>.