

Regent European University

Equality, Diversity and Inclusion Policy

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1. Introduction

1.1 Our Commitment

Regent European University (REU) is committed to fostering an inclusive academic community that values and celebrates diversity in all its forms. We recognize that diversity enriches the educational experience, drives innovation, and prepares our students to thrive in an interconnected global society.

1.2 Vision

We strive to create an environment where all members of our community—students, staff, faculty, visitors, and partners—can reach their full potential regardless of their background or circumstances. Our commitment to equality, diversity and inclusion is integral to our institutional values and academic mission.

1.3 Principles

This Policy is underpinned by the following principles:

- **Respect** - Treating all individuals with dignity and valuing diverse perspectives
 - **Equity** - Ensuring fair access to opportunities and resources
 - **Inclusion** - Creating a welcoming environment where everyone belongs
 - **Accountability** - Taking responsibility for promoting and maintaining inclusive practices
 - **Excellence** - Recognizing that diversity strengthens academic and professional excellence
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2. Scope

2.1 Application

This Policy applies to all members of the REU community, including:

- Students enrolled in all programmes and levels of study
- Academic and administrative staff
- Governing body members
- Visiting scholars and guest lecturers
- Contractors and service providers
- Visitors to University premises or online platforms

2.2 Coverage

The Policy applies to all University activities, including:

- Recruitment, admission and enrollment
 - Teaching, learning and assessment
 - Research and scholarly activities
 - Employment and career development
 - Provision of services and facilities
 - Community engagement and partnerships
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3. Policy Statement

3.1 Equal Treatment

REU is committed to providing an environment where all individuals are welcomed and treated with respect. No one should experience less favourable treatment, discrimination, harassment or victimisation on the basis of protected characteristics as defined by applicable legislation.

3.2 Socio-Economic Considerations

The University recognizes that socio-economic background significantly influences access to education and professional opportunities. We are committed to ensuring that social class, financial circumstances, or geographic location do not create barriers to student success or staff advancement.

3.3 Diverse Needs and Circumstances

We acknowledge that members of our community have varied aspirations, goals, and circumstances. The University strives to accommodate diverse needs, including those shaped by family responsibilities, caring duties, cultural practices, and personal circumstances, through flexible and responsive policies and practices.

3.4 International and Cultural Diversity

As an institution serving a global student body through online delivery, REU values the cultural, linguistic and professional diversity of our international community. We are committed to creating learning and working environments that are culturally responsive and globally minded.

4. Protected Characteristics

4.1 Legislative Framework

In accordance with the relevant UK and EU legislation:

- UK Equality Act 2010 and following regulations
- Constitution of the Republic of San Marino (1974, as amended to 2019), Article 4
- San Marino Law No. 66/2008 (provisions against discrimination)
- EU Charter of Fundamental Rights (2009) and related EU equality legislation

the University prohibits discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

4.2 Additional Considerations

While not always legally protected characteristics, the University also commits to fair treatment regardless of:

- Socio-economic background
 - Caring responsibilities
 - Immigration status
 - Trade union membership
 - Political opinion
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5. Policy Implementation

5.1 Institutional Commitments

In line with the above legislation, and in pursuit of transforming lives through accessible, innovative higher education, REU commits to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between people with different protected characteristics
- Regularly review policies and practices for potential adverse impact
- Collect and analyse equality data to inform decision-making

5.2 Fair Assessment and Recognition

5.2.1 The University designs assessments that are accessible and inclusive, ensuring all students can demonstrate their learning effectively.

5.2.2 Reasonable adjustments are provided for students with disabilities or additional needs in accordance with relevant legislation and good practice.

5.2.3 Assessment outcomes and academic recognition are administered through transparent, equitable processes that uphold academic standards while respecting individual circumstances.

5.3 Inclusive Curriculum and Pedagogy

5.3.1 REU will develop curricula that reflect diverse perspectives and global contexts, preparing students for an interconnected world.

5.3.2 Teaching methodologies will be designed to be inclusive and appropriate for online international learners, acknowledging varied learning styles, cultural backgrounds, and prior educational experiences.

5.3.3 Equality and diversity considerations are **to be** integrated into all aspects of programme design, from learning outcomes to content delivery and student engagement strategies.

5.4 Accessible Learning Environment

5.4.1 The University **will** ensure that digital platforms and learning resources meet recognized accessibility standards, enabling all students to participate fully in their studies. Support is provided for students with diverse technical capabilities, including guidance on system requirements and alternative access arrangements where necessary.

5.4.2 Programme delivery accommodates different time zones and connectivity challenges inherent in international online education, with recorded sessions and asynchronous learning opportunities available where appropriate.

5.5 Professional Development

5.5.1 All staff will receive equality and diversity training appropriate to their roles and responsibilities. The University supports continuous professional development focused on inclusive practices, cultural competence, and awareness of unconscious bias. This commitment to ongoing learning will ensure that staff remain informed of best practices and equipped to foster an inclusive educational environment.

5.6 Safe and Respectful Environment

5.6.1 REU maintains zero tolerance for harassment, bullying, and discrimination in all forms.

5.6.2 All complaints are investigated promptly, fairly, and in accordance with established procedures, with appropriate action taken where breaches of policy are substantiated.

5.6.3 Clear reporting mechanisms and support services are available to all members of the University community, with assurance of confidentiality and protection from victimization.

5.7 Transparent Policies and Procedures

5.7.1 The University ensures that all policies and procedures promote equality and inclusion. Equality impact assessments will be conducted on new policies and significant amendments to existing policies to identify and mitigate potential adverse effects on particular groups.

5.7.2 Policies will be communicated clearly through accessible formats and made readily available to all staff, students, and stakeholders via the University website.

6. Roles and Responsibilities

6.1 Governing Body

The University's governing body has overall responsibility for:

- Ensuring institutional compliance with equality legislation
- Approving equality objectives and strategic priorities
- Monitoring progress on equality, diversity and inclusion initiatives
- Holding senior leadership accountable for policy implementation

6.2 Senior Leadership

6.2.1 The Rector and senior management team provide strategic leadership on equality, diversity and inclusion, ensuring these principles are embedded in institutional planning and decision-making.

6.2.3 Senior leadership allocates appropriate resources for policy implementation and models inclusive behaviours throughout the organization. They are responsible for challenging discrimination and ensuring that equality considerations inform all significant institutional decisions.

6.3 Programme Leaders and Academic Staff

6.3.1 Programme Leaders and academic staff create inclusive learning environments in both virtual and physical spaces, designing accessible assessments and providing appropriate support to enable all students to succeed.

6.3.2 They actively challenge discriminatory behaviour and language, integrate diverse perspectives into curriculum content, and provide constructive feedback that respects individual differences.

6.3.3 All academic staff are expected to challenge discrimination and prejudice when encountered and to seek guidance when uncertain about appropriate conduct.

6.4 Administrative and Support Staff

6.4.1 All administrative and support staff treat colleagues, students and visitors with respect and follow University policies on equality and inclusion.

6.4.2 Staff participate in relevant training and development activities and report concerns about discrimination or harassment through appropriate channels.

6.4.3 Every staff member contributes to building and maintaining an inclusive institutional culture through their daily interactions and professional conduct. They are expected to challenge discrimination and prejudice when encountered and to seek guidance when uncertain about appropriate conduct.

7. Reporting and Support

7.1 Raising Concerns

7.1.1 The University provides mechanisms for anonymous reporting of concerns where individuals may not feel comfortable identifying themselves. All reports will be treated seriously and investigated appropriately.

Students or staff who experience or witness discrimination, harassment or other breaches of this Policy should report through the appropriate channels:

7.1.1.1 – Students:

- Report concerns to Programme Leader or Student Support Services
- Use the Student Complaints Procedure for formal complaints
- Contact the Students' Union for independent advice and support

7.1.1.2 – Staff:

- Raise concerns with line manager or Human Resources
- Use the Grievance Procedure for formal complaints

7.2 Confidentiality

7.2.1 All reports and investigations will be handled with appropriate confidentiality, with information shared only on a need-to-know basis to ensure fair investigation and appropriate support.

7.2.2 All personal data is processed in accordance with:

- UK Data Protection Act 2018
 - General Data Protection Regulation (GDPR)
 - REU's Data Protection Policy
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8. Monitoring and Review

8.1 Data Collection and Analysis

8.1.1 The University monitors equality data across key areas including student applications, admissions, progression, achievement and degree outcomes, as well as student satisfaction and engagement.

8.1.2 Data related to staff recruitment, retention and progression is also collected and analysed. This data collection enables the University to identify trends, patterns and potential disparities that may require attention.

8.2 Impact Assessment

All new policies, procedures and major initiatives undergo equality impact assessment to identify and mitigate potential adverse effects on particular groups. These assessments are conducted systematically to ensure that the University's actions advance equality of opportunity and do not inadvertently create barriers or disadvantage for individuals with protected characteristics.

8.3 Reporting

8.3.1 The University publishes annual equality data reports demonstrating progress against equality objectives and presenting outcomes of equality impact assessments.

8.3.2 Action plans will be developed to address identified disparities, and communicated to relevant stakeholders, in order to enable continuous improvement in equality, diversity and inclusion practices.

8.4 Policy Review

This Policy is reviewed annually and updated as necessary to reflect changes in legislation and regulatory requirements, feedback from stakeholders, best practice developments, and institutional data and experience.

9. Breach of Policy

9.1 Consequences

9.1.1 The University takes all allegations of discrimination, harassment and victimisation seriously and is committed to fair, thorough investigation of reported concerns. Breaches of this Policy by staff or students will be investigated in accordance with relevant disciplinary procedures.

9.1.2 Depending on the severity and circumstances of the breach, consequences may range from formal warnings and mandatory training to suspension or termination of employment or enrolment.

9.2 Investigation Process

9.2.1 All reported breaches are acknowledged promptly and investigated impartially with appropriate confidentiality.

9.2.2 Where appropriate, informal resolution may be attempted before proceeding to formal disciplinary action. Investigations are conducted by appropriately trained individuals who have no conflict of interest in the matter.

9.3 Disciplinary Action

9.3.1 When informal resolution is not appropriate or does not produce the expected results, formal disciplinary action will be taken.

9.3.2 Depending on the severity and circumstances of the breach, disciplinary action may include formal warnings, mandatory training or education, restrictions on activities or access, suspension from study or employment, termination of enrolment or employment, or legal action where appropriate.

9.4 Protection from Victimisation

The University will not tolerate victimisation of individuals who raise concerns in good faith or participate in investigations. Any such victimisation will itself be treated as a serious breach of policy.

10. Related Policies

This Policy should be read in conjunction with:

- Student Code of Conduct
 - Academic Integrity Policy
 - Data Protection Policy
 - Complaints and Appeals Policy
 - Assessment Regulations
 - Recruitment and Admissions Policy
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11. Policy Information

Policy Owner: The Rector

Approved by: Academic Council

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- **Distribution:** All staff, students and stakeholders via university website
- **Related Legislation:** UK Equality Act 2010; EU Charter of Fundamental Rights (2009); Constitution of the Republic of San Marino (1974, as amended to 2019); San Marino Law No. 66/2008, GDPR;
- **Related Standards:** QAA UK Quality Code, European Standards and Guidelines (ESG)

