



LEEDS  
BECKETT  
UNIVERSITY

**Together for a safe and inclusive  
community**

**A Guide for Suppliers and Associates**

2025

# Learning Outcomes

## In this guide you will:

1. Understand what action Leeds Beckett University is taking to promote a safe and inclusive community
2. Refer to helpful definitions
3. Understand what the law says about preventing harassment and discrimination and our regulatory requirements as University.
4. Refer to our University approach to Freedom of Speech.
5. Understand your responsibilities as a partner organisation or associate member of staff at LBU
6. Consider 'difference' with confidence
7. Consider how creating an inclusive environment is relevant to your job and your organisation

# 1 . What is Leeds Beckett University doing to promote a safe and inclusive community?

- We have worked toward university- specific Charter Mark Awards for [gender equality](#), [race equality](#) and [mental health](#). We have action plans to ensure we stay on track with our targets for the years ahead.
- Our [EDI Framework](#) sets out our vision and objectives to promote equality and explains how we will measure progress against our objectives.
- We provide our staff with training on EDI topics throughout the year (online and in person learning)
- We have an [EDI Policy](#) which encourages the use of Equality Impact Assessments to ensure our practices are equitable.
- We have a [Policy](#) to address and prevent bullying, harassment and sexual misconduct.
- We publish our [Gender Pay Gap data](#) to the Government every year.
- We've enhanced our [faith spaces](#) for our community to use at both of our campuses.
- We have a reporting platform for colleagues, students and visitors to report incidents of bullying, harassment or sexual misconduct to us. This is called [Support Report Respect](#)
- We support annual community events such as [Leeds West Indian Carnival](#) and [Leeds Pride](#).

## 2. Helpful Definitions - EDI

### **Equality**

A fundamental part of a fair society in which everyone can have the best possible chance to succeed in life. Equality means fairness.

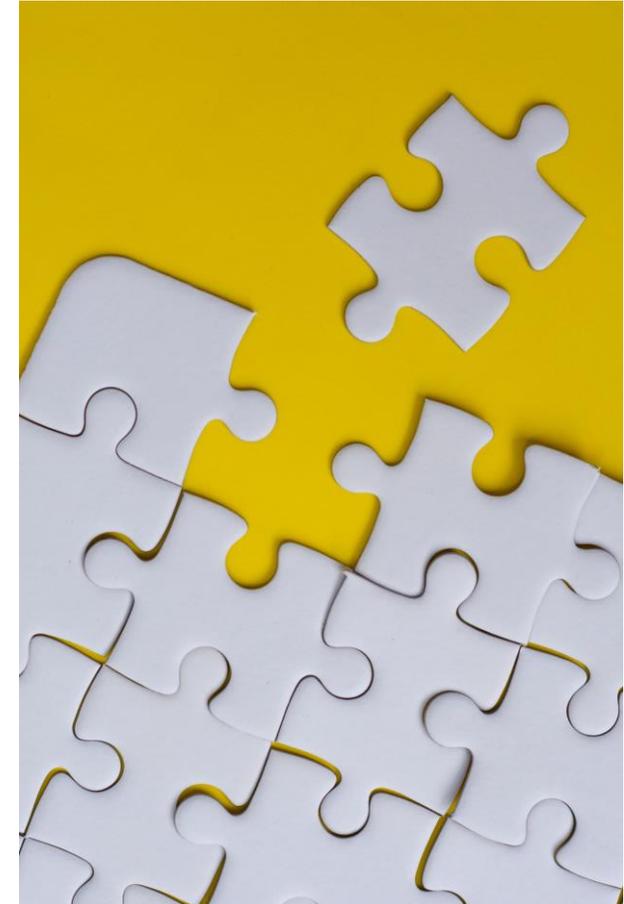
### **Diversity**

Recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

### **Inclusion**

Inclusion means creating an environment that recognises and celebrates difference, where all individuals are treated fairly and respectfully. Everybody feels that they can be themselves and that they will be accepted and valued.

Leeds Beckett University have developed a full [Glossary of Terminology](#) on our webpage which includes helpful terms and concepts that relate to inclusion.



## 2. Helpful Definitions – Harassment and Misconduct

### Harassment

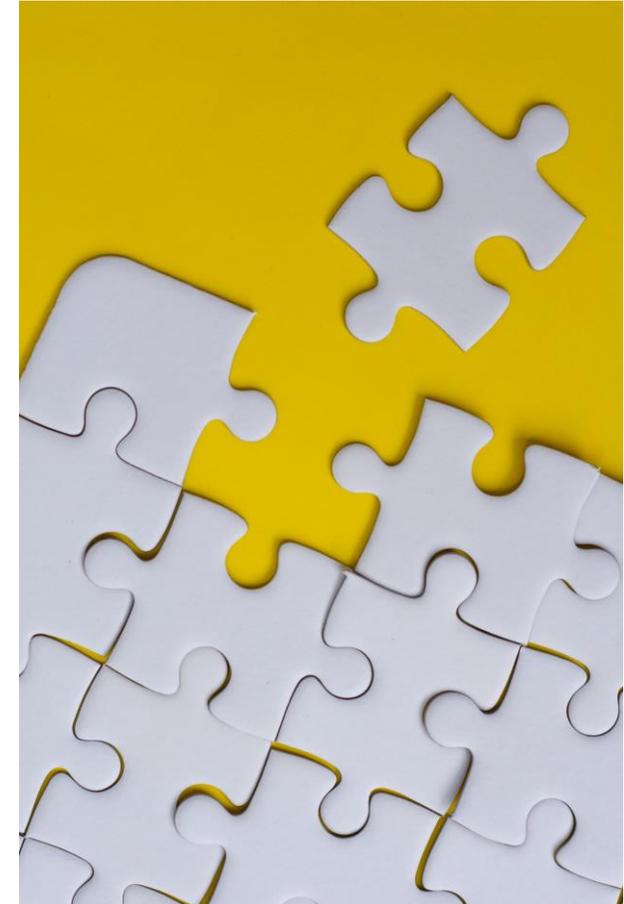
Harassment is unlawful under the Equality Act 2010 and is defined in the legislation as any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

A single incident can amount to harassment and unlawful harassment under the Equality Act 2010 and must be related to a relevant protected characteristic. This means it may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, marriage and civil partnership or pregnancy and maternity.

### Sexual Misconduct

Sexual misconduct is unacceptable behaviour of a sexual nature. It covers a spectrum including sexual violence such as rape and sexual assault, sexual harassment; intimate partner violence; sexual assault; grooming; coercion or bullying with sexual elements; sexual invitations and demands; sexual comments; sexual non-verbal communication; creation of atmospheres of discomfort; and promised resources or advancement in exchange for sexual access.

These definitions are taken from our [Addressing and Preventing Bullying, Harassment and Sexual Misconduct Policy](#).



## 2. Helpful Definitions – Abuse of Power

### **Abuse of Power**

An abuse of power is where someone uses their position of power or authority in an abusive and unacceptable manner. Abuse of power can take various forms and may include, but is not limited to manipulation, coercion, or pressuring someone to do something which may be illegal or against the rules or something which they are not comfortable with. Abuse of power may also occur in the context of a close personal or intimate relationship.



# 3. Understanding what the law says about harassment and discrimination

There are two main pieces of legislation which are relevant to promoting inclusion:

## The Equality Act (2010)

This focuses on eliminating discrimination, creating equal opportunities in the workplace and developing strong relationships between different people.

Since 2024, employers have a new duty to take reasonable steps to prevent sexual harassment of their employees (this is known as the Worker Protection Act). The Equality and Human Rights Commission [has specific guidance on this](#). There's also an [8-Step Guide for employers on preventing sexual harassment at work](#) video.

## The Human Rights Act (1998)

This sets out the fundamental rights and freedoms that everyone in the UK is entitled to. As the Leeds Beckett University receives public money, we also abide by the Public Sector Equality Duty, which means that we need to evidence how we are promoting equality and diversity in our organisation.



# 3. Our regulatory requirements as a University

There are some specific requirements that we must abide by as a University, set out by the Office for Students which contribute to us being fair and inclusive.

## Condition E6: Harassment and sexual misconduct

Condition E6 has been introduced by the Office for Students (OfS) to address harassment and sexual misconduct within higher education institutions in England. This regulation, which comes into effect on 1 August 2025, requires universities to implement thorough policies and procedures designed to safeguard students.

## Access and Participation Plan

The Access and Participation Plan (APP) is a set of objectives that we must share publicly each year, to demonstrate what we are doing to build a strong student sense of belonging, and work in partnership – to provide equality of opportunity and equity for our diverse student body to access and succeed in their journey into, through and from Leeds Beckett.

You can read our full APP on [our webpage here](#).



# 3. Understanding what the law says about harassment and discrimination

- The Equality Act applies to everybody and aims to protect people from discrimination.
- It means that it is unlawful to withhold goods or services from somebody or deny them employment because of their 'Protected Characteristic'.
- There are 9 protected characteristics:
- *Sexual orientation, age, disability, religion and belief, sex, pregnancy and maternity, marriage and civil partnership, gender reassignment and race.*
- We all have protected characteristics, and some of us have more than one, but some people may be more likely to face discrimination because of inequality in our society.
- You can watch a short video introducing the Equality Act, produced by the Equality and Human Rights Commission [here](#).
- Remember, we all have protected characteristics, and some people may have more than one.



# 3. Understanding what the law says about harassment and discrimination - Hate Crimes

The law in the UK protects victims who are specifically targeted because of a protected characteristic.

These types of offences are classified as 'Hate Crimes'

Read more about Hate Crimes at [Stop Hate UK](https://www.stop-hate-uk.org/).

When someone is hostile to another person because of their  
**DISABILITY, NATIONALITY, RACE, RELIGION,**  
**SEXUAL ORIENTATION OR TRANSGENDER IDENTITY**

and they show their hostility by

**INTIMIDATION**   **HARASSMENT**   **DAMAGING PROPERTY**   **VIOLENCE**

it is **HATE CRIME**

cps.gov.uk | @cpsuk | #hatecrimematters

# 3. Our Approach to Freedom of Speech

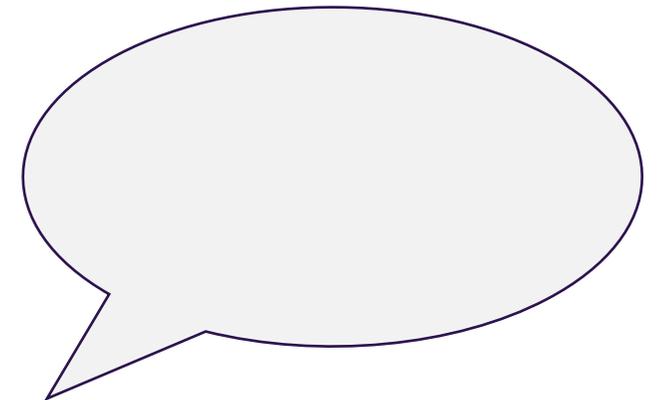
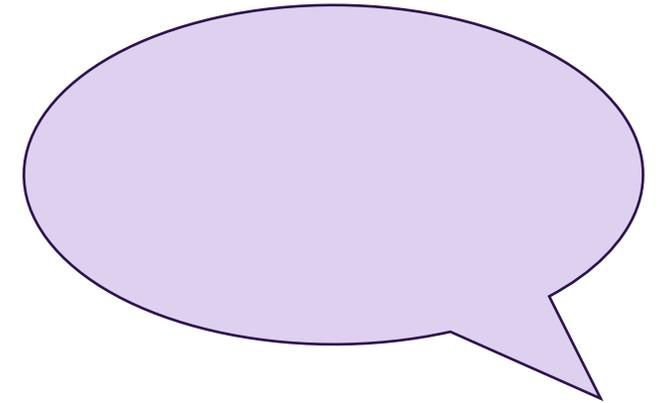
## Freedom of Speech

Leeds Beckett University recognises the importance of free speech and is committed to the principle, promotion, and protection of freedom of speech within the law, including academic freedom. The University must uphold the law and balance its various legal duties, including securing freedom of speech and keeping people safe, whilst also ensuring the proper functioning of the University.

## Academic freedom

This means that our academic members of staff have a legal right to question, and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves at risk of being adversely affected in terms of loss of their jobs or privileges at the University, or the likelihood of their securing promotion or different jobs at the University being reduced.

Read more about our [Code of Practice on Freedom of Speech here.](#)



# 4. Your responsibilities as a partner organisation or associate member of staff at LBU

If you are working with or for LBU, we expect you to support our commitments to ensuring a safe and inclusive community. You can read more about our university approach to preventing harassment and sexual misconduct on our [webpage here](#).

There is no place for bullying, any form of harassment, abuse, or sexual misconduct, which includes sexual violence in our University community.

## Support Report Respect platform

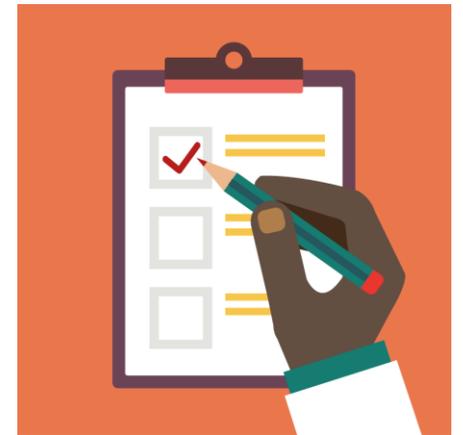
- If you or someone you know is a student, colleague or visitor of our university, and has experienced any of these forms of unacceptable behaviour, you can let us know by using our [Support Report Respect reporting platform](#). Colleagues and students can choose to report anonymously, or share their contact details to access specialist support. There is also an option to report something on behalf of somebody else, with their permission.
- Third parties and visitors to the University can also report incidents anonymously on this platform.
- There is a [Stakeholder Complaints Process](#) for third parties who wish to raise a concern and receive a formal response.



# 4. Your responsibilities as a partner organisation or associate member of staff at LBU

**As part of your work with the university we expect you to:**

- Commit to our University approach to prevent and address harassment and sexual misconduct in your work with us. This means familiarising yourself with our specialist webpage on this topic, [available here](#).
- Commit to engaging with our Support Report Respect campaign and reporting platform.
- Complete your mandatory training you are asked to do.
- Engage with this resource pack if you do work for a partner organisation that does not have its own EDI policies and/or reporting procedures.
- Report any concerns to your named contact as soon as they arise.
- Uphold your contractual obligations in relation to this topic.



# 5. Considering Difference with Confidence

Sometimes, when we meet people who appear different to us, we can feel nervous about saying or doing the wrong thing or accidentally causing offence. This can create barriers that then impact the quality of care and support that person receives, perhaps we even try to ignore that difference.

We regularly hear the phrase '*we treat everyone the same*' in customer service. It's a common belief that this is the right approach to providing customer service support. But despite the well-meant intention, treating everyone the same ignores important differences.

[Source: Skills for Care confident with difference campaign.](#)



# Are you confident with difference?

Remember, we are all different and there can be many things that make us who we are. Here are some examples of the types of differences that we may have:

Ethnicity

Disability

Mental ill health

Pregnancy and Maternity

Age

Gender identity

Transgender

Sex

Nationality

- Caring responsibilities
- Wealth
- Physical health
- Religion or Belief
- Class
- Culture
- Education, literacy
- Personality type
- Relationship status
- Neurodiversity
- Sexual orientation



*Think of an example in your organisation where treating everyone the same may ignore important differences.*

# Conscious and Unconscious Bias

## Unconscious Bias

Our thoughts and feelings, developed over time from our upbringing, experiences and external influences

## Affinity Bias

When we see someone we feel we have an affinity with e.g. We attended the same University, we grew up in the same area, or they remind us of someone we know and like

## Conformity Bias

When we decide to discard our own opinion in favour of the group's opinion

## Beauty Bias

When we think that the most 'attractive' person will be the most successful or capable

## Confirmation Bias

When we make a judgement, we subconsciously look for evidence to back up our own opinions of that person. We do this because we want to believe we're right and that we've made the right assessment of a person

**Think of an example at work when you've displayed conscious and unconscious bias.**

## 6. Considering how inclusion is relevant to your job and your organisation

### Reflecting on your learnings so far :

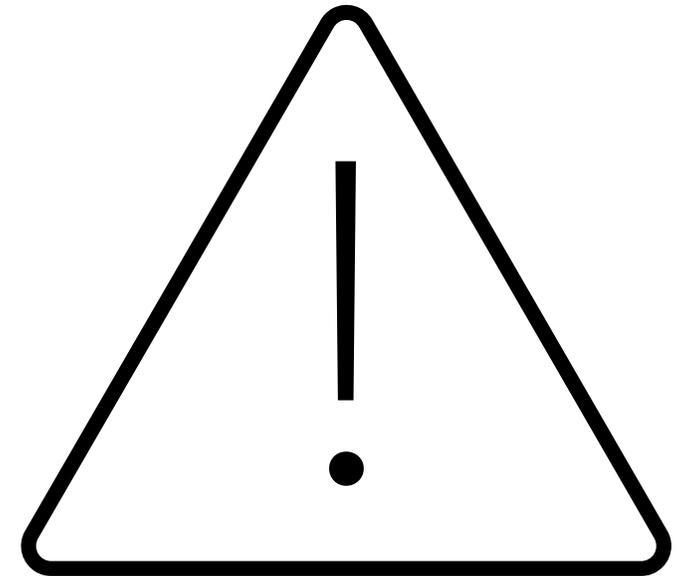
1. Think of an example of an Equality or Diversity challenge that could occur in your organisation. This could be an example of harassment or discrimination.
2. What could the consequences be?
3. Would you or the people you work with know what to do or where to go for help?



# What could the consequences be ?

If you or your company is perceived to have mistreated or discriminated against somebody, the result could be:

- **Reputational damage** to your organisation
- **Legal challenge** – including employment tribunals
- **Mistrust** – unhappy workforce and customers
- **Loss** of funding/business
- **Harm caused**



# Monitoring EDI in your company



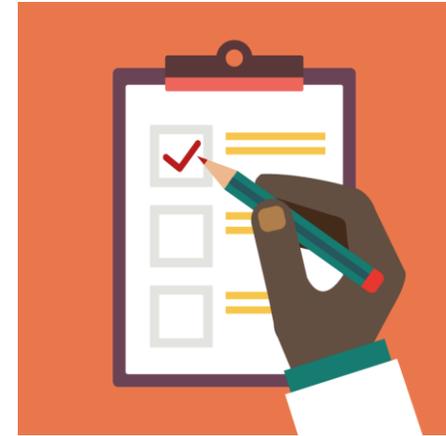
Does your organisation have processes to address and prevent harassment or discrimination?

Is EDI included in staff inductions?

Do you offer staff training on EDI?



Do you know where to go for further information if you needed help? Further resources can be found on the Equality and Human Rights Commission [\(EHRC\) website](#)



EDI is part of your everyday work— keep it on agenda!



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# Thank you

We hope you have found this resource useful. For further information or feedback please contact Leeds Beckett University's EDI Team:

[equality@leedsbeckett.ac.uk](mailto:equality@leedsbeckett.ac.uk)