

Swansea University Residential Services Policy:

Equality and Diversity Policy

1. Purpose

Swansea University is committed to promoting equality, diversity, and inclusion across all areas of university life, including within Residential Services. This policy aims to ensure that all students, regardless of their background, identity, or personal circumstances, have an equal opportunity to access, enjoy, and thrive in university accommodation. We are dedicated to fostering an environment where all students feel valued, respected, and supported.

2. Policy Statement

The University's Accommodation Services is committed to:

- **Promoting Equality and Inclusion:** Ensuring that accommodation is accessible, inclusive, and welcoming to all students, regardless of their race, ethnicity, gender, sexual orientation, disability, religion, or any other characteristic.
- **Eliminating Discrimination:** Actively preventing any form of discrimination, harassment, or victimisation in university accommodation, and fostering an environment that supports and celebrates diversity.
- **Access to Support:** Providing tailored support to students who may need additional assistance or adjustments, including but not limited to students with disabilities, students from underrepresented groups, and those with specific cultural or religious needs.
- **Ensuring Equal Opportunities:** Offering fair and transparent processes for all students in relation to accommodation allocation, room assignments, and the handling of requests for adjustments or support related to equality and diversity matters.

3. Roles & Responsibilities

Head of Residential Services

The Head of Residential Services is responsible for:

- Overseeing the implementation of equality and diversity practices within the accommodation services.

- Ensuring that staff are trained and aware of their responsibilities in promoting equality and diversity.
- Reviewing policies and practices regularly to ensure they are in line with best practices for inclusivity and equality.

3.2 Accommodation Services Staff

All accommodation staff are responsible for:

- Treating all students fairly and respectfully, upholding the university's commitment to equality and diversity.
- Identifying and addressing any issues of discrimination or exclusion within the accommodation setting.
- Providing assistance and guidance to students who require additional support or have specific needs.

3.3 Students

All students are expected to:

- Treat fellow students and staff with respect, embracing the university's commitment to equality, diversity, and inclusion.
- Report any instances of discrimination, harassment, or exclusion to Accommodation Services or relevant university departments.

4. Support for Students

Students who require additional support related to equality and diversity can access the following:

- **Accommodation:** For assistance with accommodation-related needs, including special requirements for specific rooms or facilities.
- **Student Support Services:** Offering a range of support, including mental health services, wellbeing services, and advice on how to access further accommodations or adjustments.
- **Equality and Diversity Office:** Providing advice on how to access support and information about equality and diversity policies and initiatives.

5. Monitoring and Review

- This policy will be reviewed annually to ensure its effectiveness in promoting equality and diversity within university accommodation.
- Feedback from students and staff will be actively sought and used to inform policy updates and improvements.
- The University will monitor the impact of this policy to ensure compliance with equality and diversity standards and legal requirements.

6. Legal Framework

This policy is informed by the Equality Act 2010 and the university's wider commitment to promoting equality and diversity across all areas of the institution. It also aligns with relevant Welsh Government legislation, including the Renting Homes (Wales) Act, which provides further protection against discrimination in housing.

7. Review and Approval

This policy will be reviewed annually by the Head of Residential

Last reviewed by: Sarah Morgan (Head of Residential Services)

Date: 01/03/2025