

Equality Impact Assessment (EIA) panel members

EIA is the process whereby the University ensures that its policies and practices treat all staff, students and visitors fairly, and where possible improve equality of opportunity. In order to do this we assemble a panel of staff and students from a variety of backgrounds to ask: How could this affect people differently? How can we ensure this isn't discriminatory?



So could you help? You will need to be able to look at things from someone else's point of view. You might be aware of how something can affect different people in different ways because of your own experience, or that of a relative or friend. You may have specialist knowledge on discrimination. The most important thing is that you're willing to give time to reviewing the University's policy and practice, to ensure it does not place unnecessary barriers in anyone's way or treat anyone unfairly.

Everyone is unique and as such anyone can be involved in the panels. Training is provided and the panels are a wonderful opportunity to affect the University's practice for the better. This work also enables you to find out about other parts of the University that you may not be familiar with and can provide excellent experience for career development.

For further information, visit www.port.ac.uk/eia.

Harassment advisers

People who experience bullying or harassment often need someone to listen to them. The University has a pool of harassment advisers made up of volunteers from a variety of departments, services and roles. If you would like to join the team to offer practical and emotional support to colleagues and students, we would be delighted to hear from you.

The role is open to all members of staff and commitment is flexible to work alongside your current post. You will be required to attend a two-day training programme and a further two network meetings per year. Cases are spread fairly amongst the team to sensibly manage workload. Because you will need to see clients during work time, you will need to discuss taking on this role with your line manager.

For more information, visit www.port.ac.uk/harassmentadvisernetwork where a role profile and an application form are available.

Contact us

Equality and Diversity Adviser: ext 5039

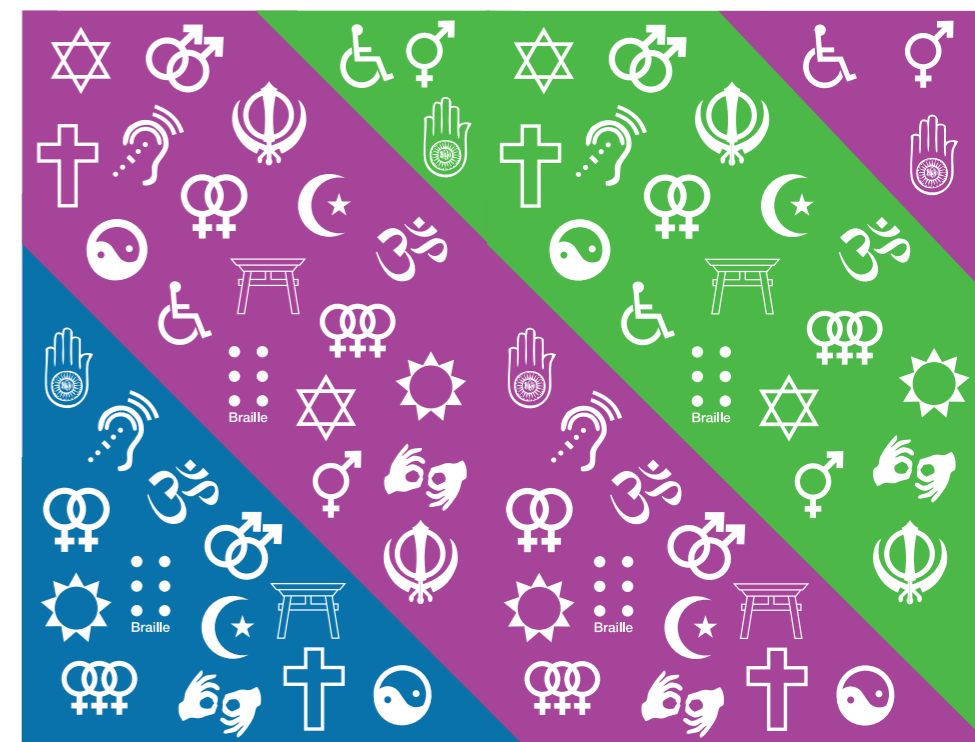
Equality and Diversity Information Coordinator: ext 3715

E: equality@port.ac.uk

W: www.port.ac.uk/equality

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Getting involved in Equality and Diversity at the University of Portsmouth



If you require this publication in Braille, large print or another alternative format, please contact the Equality and Diversity Unit to discuss your needs. This leaflet is also available to download from the University website www.port.ac.uk/equality.

Getting involved in Equality and Diversity at the University of Portsmouth

Equality and Diversity affects everyone in the University. Making sure that staff and students from all backgrounds have the best experience possible is essential in meeting the University's aim of 'an inclusive community that celebrates diversity'. Without your involvement we cannot be sure we are getting it right. Therefore, the University has a number of opportunities for you to get involved and to help to ensure that the University is a safe and comfortable environment for all who work and study here.

From the Vice-Chancellor



I want our staff to get involved in helping to ensure that the University is a great place to work and study. This leaflet tells you about ways in which you can get involved and I encourage you to participate. I ask that managers support staff in finding time for this essential work, which increases fairness and transparency across the University and also benefits individuals' personal development.

Staff forums

The University's staff forums, listed below, allow staff the chance for mutual support, networking and to develop skills.

- Disabled Staff Forum for disabled staff
- Multicultural Staff Forum for staff from minority ethnic backgrounds and those with interest in international and cultural issues
- LGBT Staff Network for lesbian, gay, bisexual and trans staff
- Parents and Carers Network



The staff forums and networks are involved in University business in a huge variety of ways, including:

- Representing staff views on University committees
- Using their experience to help with the University's staff development provision
- Consultation on relevant policies, to ensure a wide variety of views are considered during development

- Receiving reports and presentations from members of the University and wider communities
- Attending relevant conferences
- Helping to organise University diversity-themed events



Forum/network members can expect:

- Relevant staff development and support where appropriate
- Quarterly meetings
- Recognition of their involvement during performance development review (PDR)
- Many opportunities for involvement in a wide variety of University activities
- An opportunity to meet and work alongside staff from other areas of the University

For further information, visit www.port.ac.uk/staffforums.