

Policy Statements

Equality and Diversity Statement

Brunel University values inclusiveness and confirms its continuing commitment to the principles of equality and diversity in employment, admissions, and in its teaching, learning and research activities.

The University endeavours to ensure that all members of staff, students, visitors and applicants for employment or study are treated on the basis of their merits and abilities and that no one suffers discrimination or disadvantage regardless of their **race, age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief (including lack of belief), sex and sexual orientation.**

In order to achieve an environment that is free from unlawful discrimination and which encourages everyone to contribute fully to its work the University will endeavour to ensure that it:

- Eliminates discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advances equality of opportunity and fosters good relations between people who share a relevant protected characteristic and people who do not share it by:
 - Removing or minimising disadvantages suffered by staff and students and taking steps to meet their needs.
 - Encouraging staff and students to participate in public life or in any other activity in which participation is disproportionately low.
 - Tackling prejudice and promoting understanding within the University.

Chris Jenks
Vice-Chancellor
October 2010

Data Protection

Brunel University Data Protection Policy

The University needs to collect and use certain information about its employees, students and other people connected with the University in order to fulfil its contractual and legal obligations and to conduct the business of the University. Where this information comprises personal data, the University must comply with the principles set out in the Data Protection Act 1998. In summary, these state that personal data shall:

- Be processed fairly and lawfully and shall not be processed unless certain conditions are met;
- Be obtained for a specified and lawful purpose and shall not be processed in any manner incompatible with that purpose;
- Be adequate, relevant, and not excessive for that purpose;
- Be accurate and kept up-to-date;
- Not be kept any longer than is necessary for that purpose;
- Be processed in accordance with the data subject's rights;
- Be kept safe from unauthorised access, accidental loss or destruction;
- Not be transferred to a country outside the European Economic Area, unless that country has an adequate level of protection for personal data.

This policy describes the standards and obligations to be met with respect to the processing of personal data by members of the University.

This Policy can be found at www.brunel.ac.uk/about/administration/information-access/data-protection/policies-and-guidelines

Health and Safety

The University Council, the Vice-Chancellor and, with delegated authority, the Director of Resources and Operations have overall responsibility for health and safety at Brunel. The Brunel University Statement of General Policy on Health and Safety at Work can be found on the Brunel University intranet at: <https://moss.brunel.ac.uk/SiteDirectory/Operations/healthandsafety/Pages/Policies.aspx>

Further information and guidance on matters of policy and procedure is available from the Head of Health & Safety, Vincent King. Email: vincent.king@brunel.ac.uk Ext: 67408