



# PUBLIC SECTOR EQUALITY DUTY

## Statement of General Compliance

At Harper Adams University, we are dedicated to creating and maintaining an inclusive environment where all members of our community feel valued, respected, and empowered to achieve their full potential. We are fully committed to complying with the Public Sector Equality Duty (PSED) under the Equality Act 2010.

The PSED requires public bodies, including universities, to have due regard to the following three general equality duties:

**1. Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.**

We work to ensure that all policies, practices, and decision-making processes uphold fairness, and transparency while remaining free from discrimination. Regular reviews of policies, tailored training programmes, and a robust mechanism for reporting and addressing concerns are central to this commitment.

**2. Advance equality of opportunity between people who share a protected characteristic and those who do not.**

Work aimed at removing barriers, reducing disparities, and creating opportunities includes:

- Developing inclusive recruitment and retention strategies for both staff and students.
- Tailoring support services to meet diverse needs.
- Ensuring that campus facilities are accessible.

**3. Promote good relations between people who share a protected characteristic and those who do not.**

Training programmes, cultural events, and Respect campaigns help demonstrate the importance of promoting understanding, tackling prejudice, and celebrating diversity.

### **Demonstrating Compliance with the PSED**

To ensure transparency and accountability, we:

- Publish equality information to highlight progress, challenges, and priorities for improvement.
- Set, monitor, and review specific, measurable equality objectives that align with our broader institutional goals, including those outlined in our Harper2030 strategy, the Respect Action Plan and the Access and Participation Plan.
- Use a combination of quantitative data and qualitative feedback (including consultations, surveys, and student and staff focus groups) to inform decision-making and ensure that initiatives are responsive to lived experiences.

## **Key Priorities**

Aligned with our commitment to equality, diversity, inclusion and supporting academic freedom and freedom of speech, our priorities include:

- Increasing diversity among staff and student populations.
- Embedding principles of respect into every aspect of university life.
- Providing targeted support to reduce attainment gaps and achieve equitable outcomes for all students.
- Enhancing data collection and reporting to inform decision-making and track progress effectively.

Living our values and promoting Respect in all areas of our University community is an ongoing journey. We are committed to collaborating with students, staff, and external partners to ensure that our University remains a welcoming and supportive environment.

For more information, including access to our published equality data and objectives, please contact the University Secretary's Office.

Agreed by Respect Group, March 2026