

# **SECTION 31: EQUALITY, DIVERSITY AND INCLUSION POLICIES AT UCL AND IN THE NHS**

As a student of UCL and as an employee of the NHS trainees should be aware of the equality, diversity and inclusion policies that apply both in college and while on placement.

A separate section of this handbook (“Complaints in relation to course procedure and in relation to bullying, discrimination or harassment”) details procedures to be followed should trainees feel that appropriate policies have not been followed either within UCL or while working in the NHS or on a placement outside of the NHS, and sets out the procedures for initiating complaints in relation to bullying, discrimination or harassment.

## **Equality, Diversity and Inclusion at UCL**

UCL has numerous policies and procedures and sources of support covering race, gender, transitioning gender, religion and belief, LGBTQ+, and disability. The following webpage has a link to some relevant policies:

<https://www.ucl.ac.uk/students/policies/equality>

Further detailed information can be found on the Equality, Diversity and Inclusion website: <https://www.ucl.ac.uk/human-resources/equality-diversity-inclusion>

## **Dignity at UCL**

The following website has information on UCL’s policy and procedure relating to harassment, intimidation and bullying, as well as advice for staff and students:

<https://www.ucl.ac.uk/equality-diversity-inclusion/dignity-ucl>

UCL has a network of trained Dignity Advisors who provide an informal, confidential information service to staff and students on issues relating to bullying, harassment, and sexual misconduct: <https://www.ucl.ac.uk/equality-diversity-inclusion/dignity-ucl/dignity-advisors>

## **Camden and Islington Foundation Trust Bullying and Discrimination Policy and Procedure**

All NHS Trusts have similar policies and procedures in relation to bullying, discrimination or harassment, and although trainees are referred to the documentation prepared by their employing Trust (Camden and Islington Foundation Trust), it is safe to assume that similar policies and procedures apply across all London Trusts. Placements outside of the NHS will have their own policy and procedure, and the usual course of action will be to follow the relevant policy and procedure of the placement organisation, bearing in mind C&I’s obligations to the trainee and UCL’s duty of care to the trainee.

The C&I Bullying and Discrimination Policy and Procedure (August, 2019), which covers bullying, discrimination, harassment and victimization, is in Appendix 2 to Section 30 of the handbook. (This document is current as at 06.08.21 but trainees should

check it remains the applicable policy and procedure given it is updated from time to time.)