Equality, Diversity, Inclusion (EDI) Information

2023
Division of Medicine
Who can I contact about an EDI matter?

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The Equality Act 2010 defines 9 ‘protected characteristics’. These are groups who have been under-represented in particular areas of society and have faced historic discrimination. Each of us may have one or more Protected Characteristics.

AT UCL, we must ensure we are not discriminating against anyone, staff or student, from any protected groups whether consciously or subconsciously.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

The Act consists of the following key elements:

- **Protected Characteristics**
- Reasonable adjustments
- Positive action
- Direct and Indirect Discrimination
- Victimisation
- Bullying and Harassment
- Public Sector Equality Duty

The Equality Act 2010: Protected Characteristics

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<tr>
<th>Protected Characteristics</th>
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<td>Age</td>
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<td>Disability</td>
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<td>Gender Reassignment</td>
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<td>Race</td>
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<td>Religion &amp; Belief</td>
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<td>Sex</td>
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<td>Sexual orientation</td>
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<td>Marriage &amp; civil partnership</td>
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<td>Pregnancy &amp; maternity</td>
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Unfortunately, sometimes you may find yourself in need of support because you have been subjected to or witnessed harmful or discriminatory behaviour such as harassment, bullying or sexual misconduct.

In the DoM, we take that very seriously! Below is the DoM reporting procedure:

**Reporting Bullying, Harassment and Sexual Misconduct in the DoM**

- All DoM Heads of Centre attend the ‘Where do you draw the line?’ workshop organised annually.
- Members of the anti-bullying and harassment contacts group are also invited to participate.
- All information about B&H remains confidential.

Staff/students contact DoM advisors in person. To receive support or discuss options for formal or informal resolution. Information remains confidential.

Staff/students can make named/identified complaints directly to DoM B&H advisors, where support will be provided and/or action will be initiated.

DoM Director and/or Head of Research are informed of the complaint. Separate meetings are held with complainant and the accused to resolve issues.

**OR**

Anonymous reports for statistical information, used to monitor trends at UCL and inform proactive and preventative work.

Initiation of a formal complaints process which involves UCL HR procedures.

Confidential feedback about experience back to DoM Director and/or Head of Research for internal improvement.

**OR**

Report with contact details

UCL Official advisor gets in touch to provide advice and support and/or initiate action.

Anonymous reports for statistical information, used to monitor trends at UCL and inform proactive and preventative work.

Initiation of a formal complaints process which involves UCL HR procedures.

Confidential feedback about experience back to DoM Director and/or Head of Research for internal improvement.
Take a look at what we are doing on:

https://www.ucl.ac.uk/medicine/equality-diversity-and-inclusion/athena-swan

The Division of Medicine is proud to hold an Athena SWAN Silver Award. Our initiatives promote equality, diversity and inclusivity across the UCL Division of Medicine.

- Early Career Researcher Network
  Supporting PhD students, postdocs and research fellows from both basic science and clinical backgrounds.

- Mentorship Schemes
  We are currently running three distinct mentorship schemes primarily aimed at female staff and PhD students, but open to all.

- Anti-Bullying and Anti-Harassment Campaign
  We wish it to be known that we do not tolerate bullying and harassment in any way, shape or form.

- Maternity/Paternity Award Scheme
  The Division of Medicine is proud to support its students and staff who are parents or about to become parents.

- Career development: professional and support staff

- Career Development: Academic Staff
Supporting diversity

For information and guidance on Race equality in the workplace, go to:

https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality

Race Equality

UCL’s Race Equality Pledges
Race Equality Charter
B-MEntor Academic
B-MEntor PGR Student
B-MEntor Professional
Fair Recruitment Specialist Scheme

Inclusive Advocacy Initiative
Racial and Xenophobic Harassment
Race Equality Educational Resources

UCL BME Attainment Project
Access and Widening Participation
Student BME Networks and Societies
Supporting our LGBTQ+ community

For information and guidance on LGBTQ+ equality in the workplace, go to:

https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/lgbtq-equality

LGBTQ+ Equality

Information on LGBTQ+ equality in the workplace, advice for students and support for both students and staff

- LGBTQ+ Equality Implementation Group (LEIG)
- LGBTQ+ Support and Guidance for Staff and Students
- qUCL: Research on Sexual and Gender Diversity at UCL
- What is Inclusion Language?
- Career Advice for LGBTQ+ Students
- Issues at Work and Key Contacts
UCL is an inclusive, secular university that prides itself on its long-standing commitment to equality and diversity. UCL’s commitment to religious equality in particular is integral to its identity and heritage. Moreover, for UCL to merit its reputation as London’s Global University it needs to ensure that its managers are equipped with the skills and knowledge to make fairness and equality a reality for staff and students of different faiths and none.
For information and guidance on disabilities and accessibility, go to:

https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/disability-equality
What's included?

• Spectrum.Life provide emotional, in the moment support, 24/7, 365 days a year
• Spectrum.Life Information Services provision has specific and qualified experts including, financial and tax advisers for Financial Wellbeing issues and Parenting Coaches
• Spectrum.Life offering includes an extensive wellbeing app providing holistic wellbeing support from recipes, to sleep advice, daily guided meditation to live and on demand exercise classes
• Wide range of options to suit your preferences to access the service including referral, phone, live chat, email, WhatsApp, SMS and call back
• Triaging service to ensure your needs are being met with appropriate intervention
• Access to a complimentary digital wellbeing gym and extensive digital wellbeing content
Supporting Mental Health and Wellbeing

Wellbeing in the Division of Medicine

https://www.ucl.ac.uk/medicine/intranet/staff-wellbeing

Social gathering - Monthly brunch breaks at the Rayne hosted by a different department each month

Tai Chi with Nicole Halliday – Wu Style Federation certified Instructor

Social / sport activities in communal spaces (table tennis, board games and books)

Learn something new - Pasta making workshop at lunch with Roberta Perelli and Riccardo Ronzoni

Wellbeing seminars – Dr Bill Mitchell ‘Resilience, Energy and Effectiveness’
Supporting Mental Health and Wellbeing

Wellbeing contacts

https://www.ucl.ac.uk/medicine/intranet/staff-wellbeing

Marie-Belle Mdawar
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Nick Bone
Mental Health First Aider
Wellbeing Champion
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Pascal Durenberger
Wellbeing Champion
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Alison Kelly
Mental Health First Aider
Wellbeing Champion
alison.kelly@ucl.ac.uk

Catriona Heredia
Wellbeing Champion
(currently on maternity leave)
c.heredia@ucl.ac.uk

If you have an idea for an activity or you are interested in becoming a champion contact us