

Equality



Equity



Inclusion



# *Equality, Diversity, Inclusion (EDI) Information*

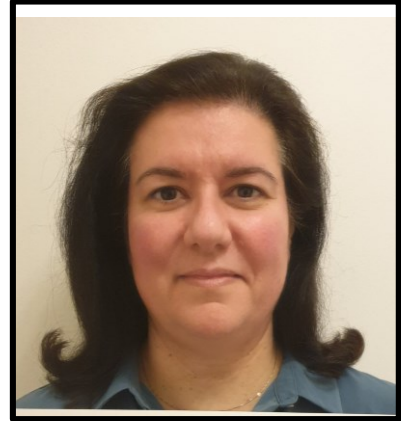
*2023  
Division of Medicine*



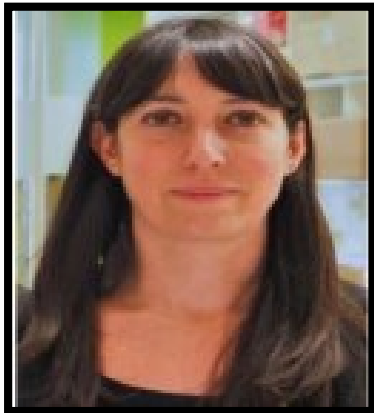
# Who can I contact about an EDI matter ?



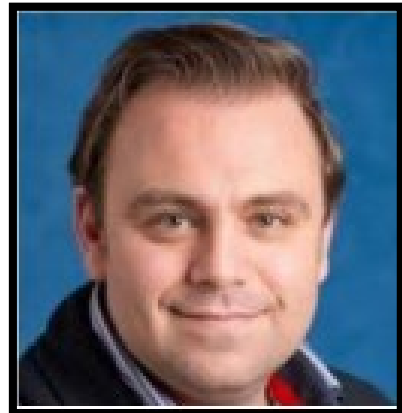
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# The Equality Act 2010: Protected Characteristics

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

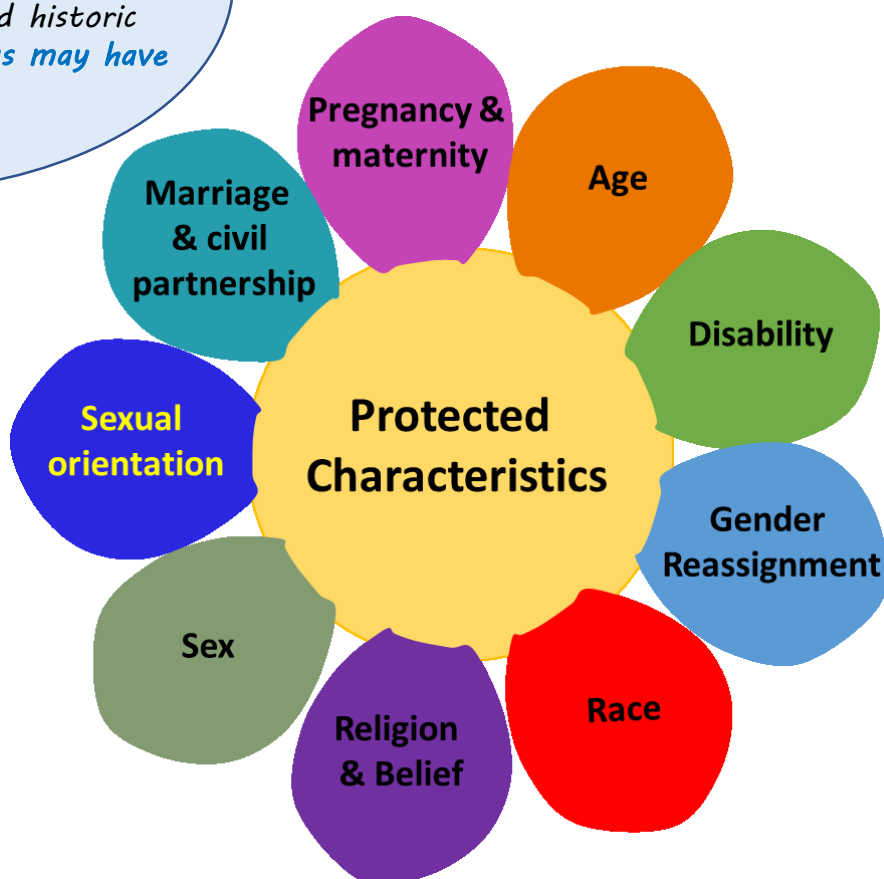
The Act consists of the following key elements:

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

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 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.





# Report + Support

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.

OR

Staff or students make anonymous or named complaints under UCL's REPORT + SUPPORT



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

There are two ways you can tell us what happened

Report anonymously

OR

Report with contact details

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

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

Informal Resolution

Initiation of a formal complaints process which involves UCL HR procedures

Informal Resolution

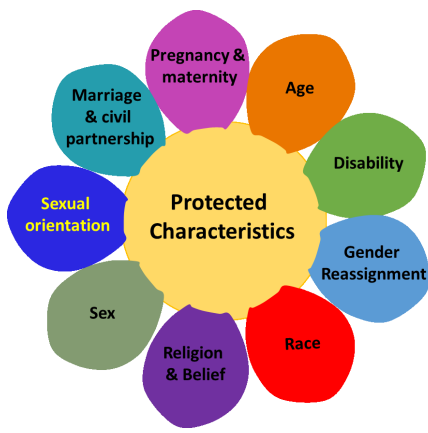
Initiation of a formal complaints process which involves UCL HR procedures

Formal Resolution

Formal Resolution

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

DoM Dignity Advisor (Main Campus): Prof Derek Gilroy [d.gilroy@ucl.ac.uk](mailto:d.gilroy@ucl.ac.uk)  
DoM Dignity Advisor (Royal Free): Prof Jill Norman [j.norman@ucl.ac.uk](mailto:j.norman@ucl.ac.uk)  
DoM Dignity Advisor ( ECR): Dr Manuela Platé [m.plate@ucl.ac.uk](mailto:m.plate@ucl.ac.uk)



# Gender Equality



*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.

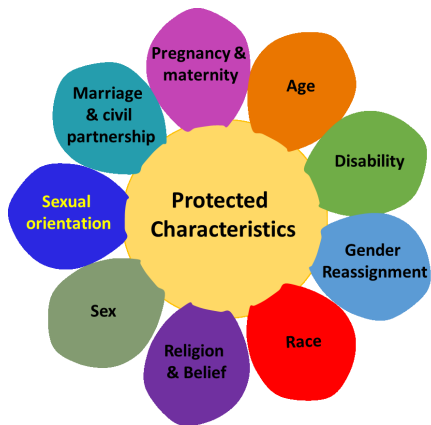


**Career development: professional and support staff**



**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



Equality, Diversity & Inclusion

Inclusive Advocacy Initiative



Racial and Xenophobic Harassment



Race Equality Educational Resources



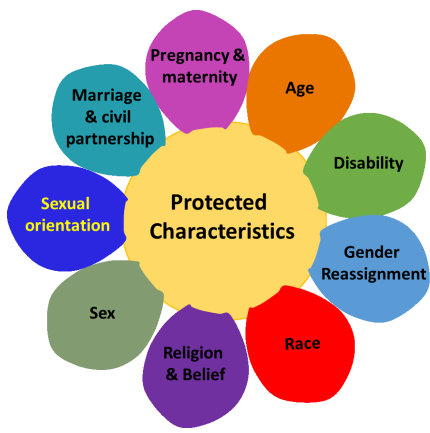
UCL BME Attainment Project



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?**

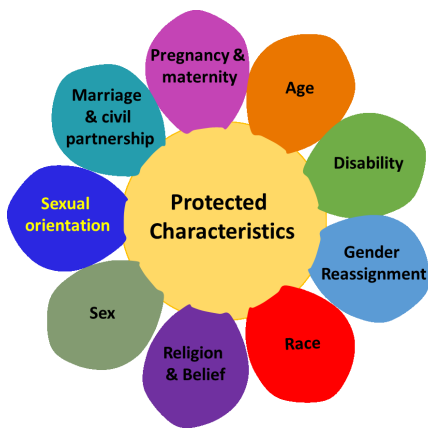


**Career Advice for LGBTQ+ Students**



**Issues at Work and Key Contacts**





# Religion and Belief Equality

Find out more here:

<https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/religion-and-belief-equality>

*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.*

## Religion and Belief Equality



Religion and Belief Guidance for Managers



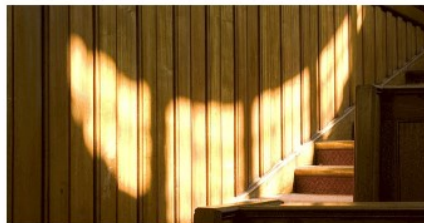
Religion and Belief Equality Policy for Students



Supporting Muslim Staff During Ramadan



Diversity Calendar 2022-23

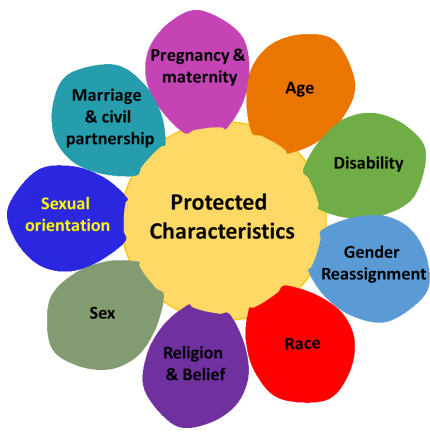


Quiet Contemplation Rooms



Student Societies, Clubs and Networks





# Disability Equality

For information and guidance on disabilities and accessibility, go to:

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



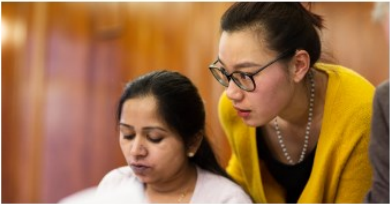
**Defining Disability**



**Reasonable Adjustments**



**Access to Work**



**Guidance Materials for Staff and Managers**



**Specific Learning Differences (SpLDs) / Neurodiversity**



**Access to UCL Buildings**



**Accessibility and Disability IT Support**



**Accessibility Guidance Notes for Lecturers**



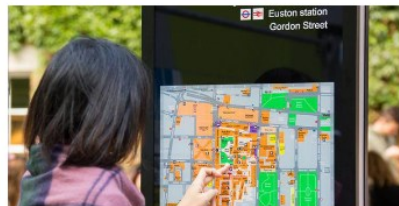
**How to Book a Sign Language Interpreter**



**Tips on Creating Accessible Events**



**Creating Accessible Content**



**Disability Support for Students**



**Mental Health and Wellbeing**



**Supporting staff through Reasonable Adjustments - Training for Line Managers**



**Useful Links**

# Staff & Student Support Service

Employee Assistance Programme: Staff Support Service: available for staff and PhD students.

Confidential, 24/7 mental health support in seconds: by phone, WhatsApp or Live Chat. Speak to information experts on legal, financial, housing and family related issues. Support available for both personal and work-related matters. UK Freephone - 0808 196 5808

The logo for Spectrum Life features the word "spectrum" in a light blue, lowercase, sans-serif font. Below it, the word ".life" is written in a white, lowercase, sans-serif font, with a small light blue heart icon to the right of the period.

<https://www.ucl.ac.uk/human-resources/health-wellbeing/being-well-ucl/employee-assistance-programme-staff-support-service-available-staff>

## 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



### Speak To A Qualified Advisor / Counsellor

A free confidential counselling and in-the-moment wellbeing support service. Available 24/7, 365 days a year



### Wellbeing Learning

A variety of holistic e-learning materials supporting mental, emotional, and physical wellbeing



### Discounts and Rewards

Get discounts and rewards from a range of popular brands available in the Benefit Hub



### Digital Gym

Access a schedule of up to 20 classes per week from HIIT to desk Yoga from the comfort of your home, available live and on demand



### Wellbeing Series and Podcasts

Weekly engaging and informative conversations with experts discussing a range of wellbeing topics including mental wellbeing, nutrition, parenting, and health & fitness



### Guided Meditation

Guided meditation audios available to help reduce anxiety, stress, and improve sleep



# Supporting Mental Health and Wellbeing

## Wellbeing in the Division of Medicine

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



DoM Brunch Break

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  
Ronconi



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  
Mental Health First Aider  
Wellbeing Champion  
[m.mdawar@ucl.ac.uk](mailto:m.mdawar@ucl.ac.uk)



Nick Bone  
Mental Health First Aider  
Wellbeing Champion  
[n.bone@ucl.ac.uk](mailto:n.bone@ucl.ac.uk)



Pascal Durrenberger  
Wellbeing Champion  
[p.durrenberger@ucl.ac.uk](mailto:p.durrenberger@ucl.ac.uk)



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



Alison Kelly  
Mental Health First Aider  
Wellbeing Champion  
[alison.kelly@ucl.ac.uk](mailto:alison.kelly@ucl.ac.uk)

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