

EQUALITY, DIVERSITY AND INCLUSION IN THE WARWICK PROCUREMENT PROCESS

A GUIDE FOR SUPPLIERS AND CONTRACTORS

Warwick University's Equality Statement by the Vice Chancellor – Professor Stuart Croft

The promotion of Equality, Diversity and Inclusion concerns all of us and is the responsibility of all members of our community. It is expected that we will all contribute to ensuring that Warwick continues to be a safe, welcoming and productive environment, where there is equality of opportunity, fostered in an environment of mutual respect and dignity.



The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising our individual differences. We understand that simply having diversity in our work force and student body is not enough; we must create an inclusive environment where all people can contribute and reach their full potential.

Inclusion is engaging the uniqueness and talents, beliefs, backgrounds, capabilities and ways of working of all individuals, joined in a common endeavour, to create a culture of belonging, in which people feel valued and respected.

Equality Commitment

The Equality Act (statutory duties) became law in October 2010. The Act replaces previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. The Act legally protects people from discrimination in the workplace and in wider society.

The Equality Act 2010 requires the University to meet the Public Sector Equality Duty which states that Higher Education Institutions will need to have 'due regard' to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who do and do not share a protected characteristic.
- Foster good relations between people who share a protected characteristic and those who do not share a protected characteristic.

The following are protected characteristics:

- Age.
- Disability.
- Gender Reassignment.
- Sexual Orientation.
- Race.
- Sex.
- Religion or belief.
- Marriage and civil partnership.
- Pregnancy and maternity.

In line with the Equality Act, the University is committed to providing an excellent service to our wider community as well as providing an equitable workforce for all staff. By recognising and valuing individual differences we will develop an understanding and increase confidence amongst all groups of individuals.

We aim that Warwick reflects the diversity of background and cultures within which we operate, ensuring that all members of our community are treated with respect and dignity and not subject to harassment, bullying, victimisation or unjustifiable discrimination.

What Does this Mean for Suppliers and Contractors?

We consider it necessary for Suppliers and Contractors who supply goods, works and services to the University to have a strong commitment to our equality, diversity and inclusion principles.

If requested, they should be able to demonstrate that steps have been taken to ensure good equality practice in their business.

Our tender documentation provides opportunity for prospective suppliers to provide information on their approaches to Equality and Diversity. It is also a condition of the University's Terms and Conditions of Purchase to comply with all legal requirements relating to equality of opportunity and discrimination and the University's supply chain requirements in respect of equal opportunities.

https://warwick.ac.uk/services/finance/procurement_and_insurance/docsandforms/tandcs/uow_general_ts_and_cs_of_purchase_-_march_2018_clean.pdf

How can Suppliers and Contractors evidence good practice?

Where appropriate, as part of and at various stages of a tender process Suppliers and Contractors may be asked:

- Does your company/organisation have an equality, diversity and inclusion policy or statement? If yes, please provide a copy.
- Please provide details of how your equality, diversity and inclusion policy is communicated/promoted to your workforce.
- Do you provide equality, diversity and inclusion training to your workforce?
- In the last three years, has any finding of unlawful discrimination, i.e. age, disability, sexual orientation, gender-reassignment, race, sex, religion or belief discrimination been made against your organisation by any court of law or employment tribunal? If so please provide details.

The University acknowledges that its supply base may adopt different approaches and may face different challenges in supporting and demonstrating their commitment to Equality, Diversity and Inclusion. If requested, the University endeavours to provide guidance or assistance to its suppliers where this may be appropriate, in order to further promote best practice across its supply chains.

If further information is required on any aspect of this document, please contact the Equality, Diversity and Inclusion Manager or Head of Procurement and Insurance Services