



EQUAL OPPORTUNITIES POLICY - STATEMENT ON INCLUSIVE LANGUAGE USE

Liverpool Hope's views on Inclusive Language

Core elements of Liverpool Hope's Equal Opportunities policy are ones which are central to the values of Hope's Mission *'to educate the whole person in mind, body and spirit'*. These values stress the importance of Christian and other beliefs, inclusion, respecting diversity, parity of esteem and ensuring a safe and welcome environment. The notion of diversity is intended to include age, colour, disability, ethnic or national origin, gender and sexuality, marital status, nationality, race and religion.

Liverpool Hope recognises that language is not neutral or value free. Language can be used to make distinctions. Language can give offence if used insensitively. Language can discomfort and disadvantage if used non-inclusively. The use of language should reflect Hope's mission and values, should celebrate diversity and should support relationships of mutual respect.

Policy statement on Inclusive Language

1. Liverpool Hope expects staff and students to be aware that language can be used to exclude or offend individuals and groups. Liverpool Hope expects staff and students to be sensitive to the feelings of others in their use of language in all activities including teaching, academic work and publicity.
2. Liverpool Hope recognises that individuals are responsible for their own language use but expects those in staff management or student support roles to help staff and students carry out the terms of this policy.
3. Liverpool Hope recognises that language is not static and aims to ensure that staff and students are aware of changes and developments in language use as they relate to equal opportunities, particularly in the area of language and offence.
4. Liverpool Hope believes that staff and students have a right to be treated with dignity at work and study. Individuals, whether staff or students, also have a responsibility to treat each other with respect. Hope may take appropriate steps under its harassment policy when language is used to harass or bully.
5. Liverpool Hope recognises that language use and equal opportunities is a complex issue and therefore commits to undertake staff development in this area.