

Equity Principles

For Coaches with Brunel's Sports Clubs

2026-27



AIMS

- **Introduce the concept of equity**
- **Raise awareness of Brunel's commitment to equity**
- **Present the key legal and regulatory responsibilities in higher education on:**
 - **Equality Act**
 - **Condition E6 on sexual misconduct and harassment**
 - **Freedom of speech / academic freedom**
- **Set expectations of behaviour**

What is Equity?

Equity recognises that not everyone starts at Brunel, or indeed in life, with the same opportunities.



Equality

Equity

Equity refers to fairness and justice in distributing resources, opportunities, and rights.

Equity signals the urgency to identify particular systemic barriers experienced by particular communities at Brunel, and systematically eliminate them.

Brunel's commitment to Equity

Powered by Diversity – University Strategy - [Powered by diversity](#)

Ensure all students and staff can study, work, research and socialise free from prejudice, discrimination, bullying and harassment, and have an excellent experience

Empowering our communities- [Equity Strategy 2025-2029](#)

Three Pillars:

1. Build and sustain an equitable university
2. Foster and deliver social justice-driven education, research, and outcomes
3. Empower our diverse communities

Brunel University of London



Equality Act 2010

- **9 Protected Characteristics**
- **+ other local considerations such as those with caring responsibilities, social economics factors**



Equality Act 2010 – Public Sector Equality Duty

1

Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited

2

Advance equality of opportunity between people who share a relevant protected characteristic and those who do not

3

Foster good relations between people who share a protected characteristic and those who do not.

What is the Office for Students Condition E6?

- **Mandatory regulation:** Since 1 August 2025, the Office for Students (OfS) has required all registered universities to comply with [Condition E6: Harassment and sexual misconduct - Office for Students](#)
- Condition E6 requires English universities to take steps to make a **significant and credible difference** to protect students from harassment and sexual misconduct by having clear and effective **policies** in relation to harassment and sexual misconduct, appropriate **training** for students and staff, robust **procedures for reporting** and **addressing it** if it occurs, and **support** for students who experience it.
- Covers **all students** on any course (undergraduates, postgraduates, research, apprenticeships, online, in-person).

What is harassment?

Brunel University London uses the definitions in OfS Condition E6.

Can occur face to face or online

Equality Act 2010 definition

Unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the following protected characteristics: age; disability; gender reassignment; race; religion or belief; sex; and sexual orientation.'

To decide whether conduct amounts to unlawful 'harassment,' the following matters are considered:

- the perception of the person who is at the receiving end of conduct;
- the other circumstances of the case; and
- whether it is reasonable for the conduct to have the effect under scrutiny.

Protection from Harassment Act 1997 definition

a course of conduct conducted on at least two occasions that harasses one other person, or a course of conduct that harasses two or more persons at least once each. Includes alarming the person or causing the person distress.'

- Under this definition, an offence is only committed if:
- the person knows the conduct amounts to harassment of the other, or
- a reasonable person in possession of the same information would think the course of conduct amounted to harassment of the other person.

What is meant by 'sexual misconduct'?

Brunel uses the definition in OfS Condition E6

- **Sexual misconduct is defined as any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to:**
 - **sexual harassment**
 - **sexual assault; and**
 - **rape**

Harassment & Sexual Misconduct Support (SCSI)

- [Harassment and sexual misconduct support | Brunel University of London](#)
- Details how Brunel is committed to protecting all our staff and students, including undergraduates and postgraduates, PGRs, apprentices, on-campus and distance-learners
- Emphasises that Brunel is dedicated to ensuring a safe environment for everyone in our community.
- Includes information on:
 - Harassment & Sexual Misconduct definitions
 - Policies, e.g.
 - Reporting procedures
 - Sexual Violence and Sexual Harassment Policy
 - Bullying and Harassment Policy
 - Online Harassment Policy
 - Support
 - Investigation processes
 - Training
 - Staff and Student Relationships

Compulsory student training

- **Why? Brunel has a responsibility to prevent harassment and sexual misconduct, so we need to make sure all students understand what harassment and sexual misconduct means and are informed about the university's policies and procedures.**
- **What? From 2025/26 onwards, the university is providing compulsory training for all students to [complete on Brightspace](#):**
 - Preventing Harassment and Sexual Harassment,
 - Consent on Campus
 - Active Bystander
- **See: [Have you completed your new training modules on Brightspace?](#)**
- **Opting out – If students find the content of the training triggering, they can inform the university, and alternatives will be considered.**



How to report an incident of harassment or sexual misconduct – guidance for students

- **Emergency – call the Police on 999**
- **Report & Support** - Notify the university of any incident of harassment and sexual misconduct, helping us to create an open and transparent culture, where people speak up and call out this sort of behaviour. Anonymous reporting possible.
- **Security Team** - Security team available 24/7, throughout the whole year, both on and off campus. Call 01895 255786.
- **Sexual Violence Liaison Officers (SVLOs)** - Accredited **Sexual Violence Liaison Officers (SVLOs)** within our Security team and Wellbeing, Inclusion & support Team.

Support for any student affected at Brunel

Support is provided to students involved in incidents of harassment or sexual misconduct, including those who:

- want to report an incident
- have experienced harassment or sexual misconduct
- have witnessed harassment or sexual misconduct
- are actual or alleged perpetrators.
- Student Support and Welfare Team: [Report and Support](#) or email studentsupport@brunel.ac.uk
- Personal tutor, or another staff member
- [Union Advice Service](#) - Use the [booking form](#). or call 01895 269169
- Brunel Security: report the incident to security on 01895 255786
- [Exceptional Circumstances](#). Contact your personal tutor or the Student Hub studenthub@brunel.ac.uk +44 (0)1895 268268
- See: [Harassment and sexual misconduct support | Brunel University of London](#) for external support

Staff and student relationships – University Policy

- The University is committed to protecting students from any actual or potential conflict of interest and abuse of power that may arise from intimate personal relationships with staff.
- See: [Relationships Policy and Guidelines](#)
- Under Brunel's Relationships Policy, except for excluded relationships as defined in the policy which must in any event be declared to the University, relevant staff members must not enter into an intimate personal relationship with a student for whom they have direct academic responsibilities or other direct professional responsibilities.
- An 'intimate personal relationship' means a relationship that involves one or more of the following elements:
 - (i) physical intimacy including isolated or repeated sexual activity; or
 - (ii) romantic or emotional intimacy.

Investigating incidents at the University

- **Where concerns are raised that harassment or sexual misconduct has occurred, the university has formal processes available to investigate such concerns where appropriate and reasonable to do so. Support available to all parties throughout an investigation.**
- **Where a concern is raised by a student or staff member about another student:**
 - [Student Complaints Procedure](#)
 - [Non-Academic Misconduct Procedure](#)
 - [Fitness to Practice Procedure](#)
 - [Precautionary Action](#)
- **Where a concern is raised by a student about a staff member:**
 - [Student Complaints Procedure](#)
 - [Disciplinary Policy & Procedure](#)

Freedom of Speech and academic freedom

- In implementing Condition E6, the university must ensure that it does so in a way that respects and upholds lawful free speech. Free Speech is fundamental to academic life and includes expressing controversial or unpopular opinions, but it is not absolute and does not protect unlawful speech which incites violence, hatred or terrorism, or which causes harassment or discrimination contrary to the law.
- What can students expect and do?
 - Classroom culture & academic freedom –an environment that values vigorous debate and open-communication. Engaging with unfamiliar or uncomfortable ideas is considered part of the learning experience.
 - Protection & promotion - Brunel's [Freedom of speech statement](#) sets out how the University balances free speech rights and academic freedom with other important legal duties.
 - Brunel's [Code of Practice on Freedom of Speech and Academic Freedom](#) sets out Brunel's policies and procedures regarding events and external speakers. The University will not cancel an event because of a speaker's controversial or unpopular views.

Expectations of Behaviour for Sport at Brunel

- **Treat everyone fairly and equally with dignity**
- **Celebrate people's different identities**
- **Be inclusive and respectful**
- **Do not behave in an inflammatory or offensive way**
- **Understand impact of your behaviours on others**
- **Challenge discriminatory / unacceptable attitudes and behaviours**
- **Role model clear expectations of behaviours**

<https://students.brunel.ac.uk/documents/Policies/student-code-of-conduct.pdf>

