

Equality, Diversity and Inclusion Framework 2022-2027

Our vision

We seek to provide an environment and culture that is truly inclusive, where staff and students have a sense of belonging, feel valued for who they are and are supported to be the best they can be.

Context

The University has a longstanding commitment to Equality, Diversity and Inclusion (EDI) which has flowed through successive Strategic Plans. This is reiterated in the most recent plan which states “our approach...is built on the principle of inclusion”. The purpose of this new Framework is to restate and extend our commitment to EDI.

We fundamentally believe that striving for an equal, diverse and inclusive community, where everyone is treated with dignity and mutual respect, is not only the fair and right thing to do but is also the pathway to excellence in everything we do. We know that enhancing equality, diversity and inclusion is advantageous on an individual and organisational level. It supports the wellbeing of our students and staff and improves the sense of belonging for everyone learning, studying or working at our University. This in turn encourages commitment, performance, creativity and innovation, strengthened by a wider range of perspectives and experiences contributing to key decision making. By fully embracing and valuing equality, diversity and inclusion, our University will ensure its long-term relevance in a fast-changing world and our reputation and impact will be further enhanced.

Our actions and commitments will need to be developed against the recognition that bias and discrimination have existed and still exist both in society and throughout higher education. We acknowledge our own responsibilities in this regard. We will address these issues locally and also seek to provide leadership and best practice more widely across the sector. We acknowledge that there are disadvantages and inequalities in accessing education, opportunities, experiences and outcomes for both students and staff. We know that we have further work to do to ensure we achieve a genuinely equal and inclusive environment and this Framework commits us to this. We also know that delivering a genuine environment of this nature is the responsibility of everyone at our University.

Definitions

Equality

EDI Commitments

In addition to complying with all our legal duties under the Equality Act 2010, the University has identified six high-level commitments which will enable us to achieve our vision:

1. We commit to embedding EDI in the design and delivery of all our core activities: in our educational offer, both in terms of our learning and teaching practice and our curriculum; in our research, both in how we support research but also in carrying out our research; in our public and community engagement and our wider Knowledge Exchange.
2. We commit to assuring

that may arise from socio-economic and other factors. However, it will particularly focus on the four areas set out below during the lifetime of this Framework:

1. Race
2. Gender
3. Disability
4. LGBTQ+

These areas of focus have emerged from analysis of our data on, for example, student progression and staff recruitment, from priorities identified by our staff and students and from wider national debates and initiatives. However, we will keep these under review over the lifetime of the Framework and add to or adjust the areas as appropriate.

Governance of EDI

The overarching governance of EDI falls to the University's [Equality, Diversity and Inclusion Committee \(EDIC\)](#).

Its relationship with other committees and the wider University is set out in Table 1 below. EDIC reports directly to the University Executive Board and to the Board of Governors (via its People and Culture sub-Committee).

EDIC will oversee the EDI Delivery Plan EqualBd to

Owner	University Secretary, Chair of EDI Committee
-------	--