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EQUALITY, DIVERSITY & INCLUSION (EDI)
ACTION PLAN

HOW DOES EDI FIT INTO THE UNIVERSITY'S STRATEGIC PLAN?	
OVERVIEW	As part of highlighting and prioritising Equality, Diversity & Inclusion (EDI) within the University's new strategic plan, we are proposing to reposition it within the existing Respect Agenda and the associated University policy aims and objectives. It is anticipated that the EDI group will become a reporting body, gathering data

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EQUALITY DIVERSITY & INCLUSION AIMS AND OBJECTIVES
These University objectives on equality demonstrate how we plan to meet the aims of the general equality duty. Equality is about advancing equality of outcome and eliminating discriminatory practices, allowing everyone to achieve their full potential. Equality is not about treating everyone the same; at times people's needs are met in different ways and this is something we recognise. Equality is supported by legislation in the form of the Equality Act 2010 and is defined by the Equality and Human Rights Commission as 'the state of being equal, especially in status, rights and opportunities. Diversity is about recognising and valuing difference in its broadest sense. When we respect, value and embrace difference, it benefits us all. Diversity is a huge asset to our organisation and leads to diversity of thought and greater innovation. When we build alliances across all communities, we can eradicate all forms of discrimination. Inclusion relates to our individual experiences and the extent to which we are included in different groups and structures. An inclusive environment is essential to creating a sense of belonging, which leads to greater physical and mental health and wellbeing. The actions below include initial actions that the EDI working group has identified will enable us to create an "Equality Profile" of our campus and our staff and student communities. These actions will enable us to establish the benchmark from which we will be able to develop meaningful EDI targets. The Primary Success Measures, therefore, include completion of the initial data-gathering stage of activity. In this way, we can adopt a data-driven approach, prioritosing areas of greatest need in line with the University's strategic objectives. This iterative approach will enable us to develop further success measures and qualitative metrics as the EDI plan embeds within University culture. These metrics will emerge from - and be connected to - the initial profiling and benchmarking exercise.

Aim 1: Community - For our University Community to better reflect society and connect local and global challenges				
Action 1	**Action 2**	**Action 3**	**Action Owner**	**Primary Success Measure**
Create staff and student profile using demographic data aligned to protected characteristics and equality barriers. Analyse profile data to create 2023 benchmark and to inform discussions about targets / longer-term plans	Review existing mechanisms for increasing diversity including: APP Staff & Ambassador Recruitment	Review marketing information & materials, assess accessibility and inclusivity	Student Services, Admissions, Global Imp	