

KEELE UNIVERSITY EQUALITY, DIVERSITY AND INCLUSION STRATEGY 2018-2022

INTRODUCTION

The University's core mission and Strategic Plan are strongly underpinned by the University's core values as a diverse, inclusive and professional academic community that respects individuals and enables them to strive for success in order to contribute positively and sustainably to the local region, wider society and the national economy. In supporting these values, the University is committed to:

- Encouraging the integration of equality into the structures, behaviours and culture of the University.
- Providing a means of demonstrating how, in carrying out its functions, the University is promoting equality.
- Encouraging everyone to take responsibility for equality and diversity.
- Mainstreaming as a more effective use of resources in the delivery of the equality and diversity agenda, and is part of a long term, sustainable approach.

Equality Act (2010) and the public sector equality duty (PSED)

As part of the University's obligations under the Equality Act (2010) and the Public Sector Equality Duty (PSED), the University is required to demonstrate, in the exercise of its functions, due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other acts prohibited by the Equality Act (2010).
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.

OVERARCHING AIMS

In supporting the principles of mainstreaming and meeting all legislative duties in ensuring we enact our commitment to equality and diversity and the institutional values these commitments represent, the following key aims have been identified:

Inclusive leadership and decision making at all levels of the organisation

The University will proactively mainstream equality and diversity into all areas of decision making, leadership development, committee representation and policy review.

Inclusive student experience/student lifecycle

The University will ensure that a high quality student experience will remain at the heart of Keele's key priorities, ensuring a positive experience for all students, regardless of personal characteristics or background.

Accessible and inclusive campus

The University will take all practical steps to ensure that the campus is accessible and inclusive for all.

Progressive, informed, diverse and supported workforce

The University will take steps to ensure representation across all groups and to provide relevant training and support across these groups.

<p>STRATEGIC OBJECTIVE: To support the rights, responsibilities, dignity, health and wellbeing of staff and students through our commitment to equality and diversity.</p>	
<p>STRATEGIC DEVELOPMENT FRAMEWORK</p>	
<p><u>Inclusive leadership and decision making at all levels of the organisation.</u></p> <ul style="list-style-type: none"> • Mainstream equality and diversity into the University's formal decision making processes. • Mainstream equality in leadership development. • Work to address under-representation in decision making bodies. • Continue to refine, improve and mainstream the process of conducting equality analysis. 	<p><u>Inclusive student experience/student lifecycle</u></p> <ul style="list-style-type: none"> • Provide an accessible environment for all students. • Strive to ensure a safe, inclusive and positive environment for our student community. • Develop further the University's Welcome and Transitions activity to ensure that all activities are inclusive. • Review and extend provision of services to support student mental health and wellbeing. • Review provision for the student living experience. • Implement actions within the Student Annual report to address any under-representation/attainment gaps within the student population. • Review communication strategies and materials, i.e. promotional, marketing publications.
<p><u>An accessible and Inclusive Campus</u></p> <ul style="list-style-type: none"> • Provide for the inclusion of all groups in the structure and organisation of campus facilities and policy frameworks. • Continue to improve the existing physical access of campus, and ensure that access is considered in all new developments and future renovations. • Foster an inclusive and supportive atmosphere on campus, including enhancing and supporting multi faith and interfaith activities. • Provide for the inclusion and needs of all staff working 'off-campus' both in terms of health and safety and potential discrimination. 	<p><u>Progressive, informed, diverse and supported workforce.</u></p> <ul style="list-style-type: none"> • Realise our ambition of progressing through the Athena SWAN charter. • Realise our ambition of an award under the Race Equality Charter. • Promote the University as an employer of choice. • Design and develop appropriate professional development and training interventions to support equality and inclusion. • Develop and strengthen the links between the equality and wellbeing agendas.

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