

Annual Equality, Diversity and Inclusion Report 2026

1 Purpose of the report

This report gives a broad overview of progress on our equality objectives since June 2025. Staff and student diversity data are published [on our website](#).

2 Legislative context

As a public authority, Leeds Beckett University is required to publish data about the protected characteristics of our employees and students, and information about the steps we have taken to have due regard to the aims of the public sector equality duty (s. 149 Equality Act 2010).

3 Report

The [EDI Framework](#) enables the effective delivery of the LBU Strategy through a positive impact on innovation, performance and engagement. It sets out three equality objectives underpinned by the delivery of the Athena SWAN Charter (gender equality) and Race Equality Charter 5-year action plans. Within this Framework we set out progress and activities in five workstreams (**Table 1**).

The activity set out in this report is aligned with the Access and Participation Plan; Human Resources Excellence in Research (Research and Enterprise Services); University Mental Health Charter (Student Services); Office for Students E6 Harassment and Sexual Misconduct, and the promotion of free speech duties.

Key achievements are detailed below:

- Strengthened evidence-base for effective interventions to address barriers standing in the way of under-represented and marginalised colleagues through improved EDI data monitoring mechanisms and increased staff voice, as well as greater transparency and accountability. This approach should contribute to a greater sense of local understanding and ownership.
- A more supportive environment for faith groups by completing delivery of multi-faith spaces on both campuses. This required significant investment and collaborative work across the University with considerable input from users. The spaces are now well-used with regular attendance, and anecdotal evidence indicates an enhanced profile of the University as a welcoming place for people from diverse faith groups.

Table 1 EDI Progress and Activity by Workstream 2026/27

Workstreams	Progress and Activity
Integration and Governance Leadership	a. Race Equality Charter Mid-Award review completed with recommendations for accelerating progress in next stage. b. Cross-university Gender Equity and Race Equity task and finish groups established to speed up delivery of Equality Charter priorities. These groups report to the Charter Mark Group. c. Equality Impact Assessment (EIA) forms and guidance resources published to strengthen EDI considerations in policy, processes and decisions. d. Integration of EDI into Research Excellence Framework 2029 Code of Practice. e. Communication plan to engage wider university with EDI Observance Days, leading to greater visibility of initiatives. f. Progress towards University Executive Team EDI Objectives 2026/27 covered elsewhere in this table.
Data and Compliance	a. Improved data quality and availability of intersectional data to enhance insights, planning and decision-making on issues affecting under-represented and marginalised groups. b. Strengthened monitoring and ownership of Equality Charter delivery through better tracking of delivery by action owners. c. Launch of 'Inclusion Starts with Us' campaign to encourage greater colleague self-reporting of equality information [link to webpage]. This initiative features in the Universities and Colleges Employers Association (UCEA) Pay Gap Resources. d. Dip sample analysis of staff recruitment (May-June 2025) confirmed ethnicity disparities. Focus groups with hiring managers to understand the barriers to inclusive recruitment and inform next steps. e. Data analysis of early pipeline of academics in readiness for promotion completed and recommendations will inform the 2026/27 Promotions round. Increased mentoring and networking opportunities are promoted to Black, Asian and Minority Ethnic academic colleagues.
Tackling Misconduct	a. New question in Colleague Survey 2025 to measure confidence in the University's effective management of complaints of bullying, harassment or discrimination. Baseline set at 16% unfavourable responses (63% favourable). b. 64 reports were recorded on Support Report Respect (SRR) by 30 April 2026, a +120% increase from the previous year (29), demonstrating greater awareness of the SRR platform¹. f. Launch of the e-learning course 'Addressing and Preventing Harassment and Sexual Misconduct' in compliance with Office for Students Condition E6. By 28 April 2026 95.5% of colleagues had completed this course. g. Changes of new sexual harassment and third-party harassment duties have been anticipated in our policies and training before they come into force in October 2026 (Employment Rights Act 2025).
Campaigns, Initiatives, and Training	a. Increased engagement to hear colleagues' voices on EDI matters through listening engagement, and resources disseminated through EDI Leads in Schools and Services. • Estates Accessibility Priorities • People and Culture Framework • Inclusive Language in Practice

¹ <https://www.leedsbeckett.ac.uk/our-community/support-report-respect/>

Workstreams	Progress and Activity
	• Freedom of speech and academic freedom. EDI team presented approach and impact at the national 2026 Advance HE EDI conference.
	b. Completed delivery of multi-faith spaces which are well-used with regular attendance. Faith groups had genuine student/ staff voice to inform the design of the facilities.
	c. Enhanced support for disabled colleagues through: • Reasonable adjustment guidance for managers. • New guidance to support assistance dog users. • Clearer routes via Planon to report accessibility issues within the estate.
	d. Introduced a holistic plan of action to support academics navigate the interplay of academic freedom, freedom of expression and equality, diversity and inclusion in the classroom.
	e. Supported Leeds City Council's ' What makes us different, makes us Leeds ' campaign ² , which celebrates the city's diversity and takes a stand against discrimination in all its forms through displaying messages on our digital screens.

² <https://www.leeds.gov.uk/campaign/makes-us-leeds>