



LEEDS
BECKETT
UNIVERSITY

Equality, Diversity and Inclusion Framework



Equality, Diversity and Inclusion Framework

An important part of our Strategic Planning Framework is to be a 'Community of Great People' and to 'provide an excellent education and experience' for all our students. By promoting equality, diversity and inclusion, we seek to develop further as a learning organisation and as the best possible place to work and study. We also recognise that diverse and inclusive organisations tend to be more successful and innovative.

Equality, diversity and inclusion are integral to our culture and at the core of how we work with all members of our community. This framework draws together our equality, diversity and inclusion vision, principles and objectives and how those are embedded within our policies, frameworks and the activity of University life.

We will monitor our progress in relation to this framework through detailed action plans to support key underpinning initiatives such as Access and Participation, Athena SWAN and the Race Equality Charter.

VISION AND PRINCIPLES

Vision	Our University will be a place where everyone feels respected, valued and supported to achieve excellence.
Principles	<ul style="list-style-type: none">• To commit to equality, diversity and inclusion as a fundamental part of our corporate strategy• To expect that each member of our community respects others• To behave in ways that inspire trust• To ensure that every individual feels welcomed• To measure progress towards our vision and address areas that do not deliver equality, diversity and inclusion

OBJECTIVES

1. We will promote, celebrate and value equality, diversity and inclusion.
2. We will attract, retain and develop a diverse student and staff community.
3. We will foster an inclusive educational environment, advancing excellence in research and learning.
4. We will ensure our campus is inclusive and accessible and supports everyone to achieve their full potential.

LINKED STRATEGIES

Global Engagement Strategy	Education Strategy	Estate Strategy	People Strategy	Research and Enterprise Strategy
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OBJECTIVE 1

'We will promote, celebrate and value equality, diversity and inclusion'

We will do this by:

Developing the knowledge and understanding of staff to support the diverse needs of our students.

Continuously improving systems, management structures and processes which might mask or facilitate discrimination.

Promoting and celebrating the experiences of our diverse student and staff communities.

Supporting our staff and student equality forums to increase awareness, and to contribute to the development of inclusive policy and practice.

Publishing our equality monitoring information for students and staff to meet our Public Sector Equality duties.

OBJECTIVE 2

'We will attract, retain and develop a diverse student and staff community'

We will do this by:

Enhancing our student and staff recruitment processes.

Increasing the representation of women and BAME staff across the University at all levels.

Working with local schools, using multiple interventions to build relationships and increase applications from under-represented groups.

Using survey feedback to understand what is positively valued by our community.

Encouraging applications for staff development from under-represented groups.

OBJECTIVE 3

'We will foster an inclusive educational environment, advancing excellence in research and learning'

We will do this by:

Implementing course design and development principles which foster inclusive curricula and which respect the need for our students to see themselves, their lives and their backgrounds in their learning experiences.

Building opportunities for staff and students to co-create their course resources, content and learning materials by sharing their knowledge and experiences.

Supporting staff and students through equality of access to develop research independence.

Understanding and addressing the reasons for differences in progression, attainment and graduate employment for BAME students.

Gaining greater understanding of the experience of disabled students and staff and developing a culture where disabled people can thrive

OBJECTIVE 4

'We will ensure our campus is inclusive and accessible and supports everyone to achieve their full potential'

We will do this by:

Engaging with, understanding and anticipating the diverse needs of our community.

Ensuring that buildings are developed with consideration of the way in which they will be used by everyone.

Delivering a user experience which supports all users equally.

Offering spaces as required under the Equality Act 2010 which address the needs of all e.g. in relation to faith, pregnancy / maternity and disability.

Ensuring that our procurement tendering and selection processes positively address and include equality considerations.



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For further information, or to request this leaflet in an alternative format, please contact the Equality and Diversity team at equality@leedsbeckett.ac.uk

