

Equality, Diversity and Inclusivity (EDI) Plan 2018-21

1. Introduction

The EDI Plan is designed to support the University in meeting its legislative responsibilities and fulfilling its strategic aims for the period 2018-21. The University's mission as defined in our Strategic Plan 2018-25 is 'To provide outstanding education, advance knowledge and benefit the world'. We recognise the importance of every individual in helping us meet our local and more global ambitions and are committed to creating a diverse, inclusive and nurturing environment for our students and staff through the embodiment and advancement of our stated strategic core values.

2. Supporting our Community

Central to our core values is 'Community'. Our community is made up of students and staff who are recruited locally, nationally and internationally, bringing diverse identities and experiences which we know enrich University life for us all. We value the uniqueness of individuals - their age; physical, learning and mental health disabilities, gender; gender identity; marital or civil partnership status, pregnancy and maternity status; race; religion, belief or non-belief and sexual orientation.

To encompass everyone within our community our culture has to be inclusive, equality has to be embedded and diversity has to be sought, recognised, valued and celebrated across all our endeavours - in our learning, teaching, research and enterprise, within the student experience and also the staff working environment. This EDI Plan provides the foundation for the University's EDI work and is supported by appropriate policies, procedures, the sharing of good practice, communications and activities. Our Equality and Diversity Policy outlines the University's EDI obligations and expectations.

3. EDI @ CHI - Embedded and Active

EDI is an intrinsic part of everything we are and everything we do at the University of Chichester. The University by its nature is a complex structure which exists as a learning, working, social and living environment all at the same time and our approach therefore extends to all individuals across all facets of University life. The concepts of EDI are linked, but have distinct meanings:

- **Equality** ensures that people are treated equally and not less favourably, specific to their needs, because of particular characteristics. There are currently nine protected characteristics recognised under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are committed to fulfilling our obligations under the Equality Act 2010, which requires the University to:
 - Eliminate unlawful discrimination, harassment, victimisation or other conduct prohibited by the Act, ensuring that there is no less favourable treatment for protected groups and that no factors can give rise to indirect discrimination.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not by removing or minimising disadvantage experienced by individuals due to their protected characteristics, or a combination of their protected characteristics. This includes working to meet the needs of people from protected groups where these are different from the needs of others and encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low.

- Foster good relations between people who share a protected characteristic and those who do not through promoting understanding and tackling prejudice.
- **Diversity** recognises, respects and values the individual differences that we all have. The University works to support all of our students and staff in achieving their full potential regardless of their background, characteristics, culture or identity.
- **Inclusivity** - The University seeks to proactively identify and remove visible or invisible cultural or structural barriers that can result in certain groups or individuals being disadvantaged or excluded.
- **Intersectionality** - The intersected nature, or intersectionality of the characteristics that people have can result in different barriers or experiences for different people. For example, the experiences of a black bisexual woman may be quite different to the experiences of a person who is either black or bisexual or female but does not have the other two characteristics. The University recognises that individuals have multiple identities and aims to take an intersectional approach to EDI work where appropriate.

4. Our Commitment

We will work together to ensure that everyone can contribute fully to University of Chichester life, knowledge and growth through embedding EDI across the whole University. We will proactively advance EDI practice in our staff and student recruitment and admissions processes; our student community our teaching and learning; the experiences we offer to our academic and professional services staff; our research activity; the engagement and experience of stakeholders, partners and visitors and the University campus environment.

5. Key EDI Themes

The EDI Plan will support the University's strategic objectives as outlined in the University Strategy 2018-25 '*Open for Change*' and the People Strategy 2018-25 '*Working Together – Supporting Each Other*' through advancement of the following three key themes:

Theme 1: Embed EDI into all Aspects of University Life

We will all lead by example; we will raise awareness and promote EDI in a way that informs our culture and practices to recognise the needs of our diverse University community, promoting a culture of respect and removing any form of less favourable treatment or harassment. We will support the needs of our community in their learning and working. We will do this by:

- sharing relevant activities, communications, good practice, policies, guidance as well as offering and highlighting elements to aid this work such as professional development opportunities for staff alongside our staff and student support services.
- facilitating staff and students sharing and raising EDI related ideas, good practice and concerns for action.

Theme 2: Attract, Retain and Develop a Diverse Community of Staff and Students

We will provide opportunities for students and staff with different backgrounds, characteristics, cultures and identities to work together and share experiences, perspectives and learning for the greater benefit of all. We will work to ensure that everyone can attain, succeed and realise their full potential to the best of their abilities. We will do this by:

- ensuring we engage and inspire students from diverse backgrounds to join us at undergraduate and postgraduate level, making sure our admissions processes are fair and inclusive.
- proactively engage and encourage staff applicants for academic, professional services and leadership roles where there is an under-representation at different levels.

- understanding the diverse composition and needs of our staff and students by creating an environment which encourages disclosure.
- collecting and analysing data to enable us to monitor and address differences, promoting equality in participation and progression.

Theme 3: Support an Inclusive Campus Approach

We will promote an inclusive culture where individuals are treated with respect and dignity and feel safe to be the person they are. We will do this by:

- promoting a culture based on the principles of respect, dignity and inclusion for everyone.
- ensuring accessibility and inclusive practices to accommodate the needs of our staff, students and visitors when considering our current campus and future developments.

6. Monitoring and Reporting Our Outcomes

The three themes outlined support the University's key EDI goals for the period 2018-21. Progress in relation to the themes is monitored through analysis of staff and student data, such as anonymised staff recruitment data or destination of leavers' data for students. This information is summarised alongside reflective consideration of the University's activities in a number of EDI related reports including our Gender Pay Gap Report, Inclusivity Annual Report, Equal Pay Audit and our People Strategy Action Plan.

The Vice-Chancellor's Group will monitor reporting outcomes, for example EDI Annual Reports and Gender Pay Gap reports, to ensure progress is being made against the defined area. This document will therefore be updated by the Inclusivity and Wellbeing Officer with any identified or additional requirements.

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