

Transforming Futures
Equality, Diversity and Inclusivity Strategy
2020-2030



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Strategy 2030

The University's Strategy 2030 sets out the ambition and priorities for the University 2020-2030. The Strategy is based on the University's mission and values:

UWE Bristol transforms futures: powering the future workforce, supporting local economic prosperity, shaping the health and sustainability of our communities and creating solutions to global challenges.

Values

Ambitious

We are not afraid to shape, challenge and tackle the big issues, to take the initiative and pave the way.

Inclusive

We make UWE Bristol a supportive and inspiring place to learn and work – somewhere where diversity of experience and perspective is encouraged, and learning and research is shared and accessible.

Innovative

We create new opportunities for the people who work and study with us. We embrace different ideas and pioneer new and sustainable ways of doing things.

Collaborative

We have strong connections locally and globally. We help people and organisations be the best they can, building trust throughout our university community and beyond.

Enterprising

We instil a thirst for new knowledge, its creation and application, empowering our students and staff to demonstrate a creative questioning approach, a 'can-do' confidence, and ability to navigate uncertainty.

As we shape our future to 2030 our focus will be on:

Our Purpose

Solving future challenges through outstanding learning, research and a culture of enterprise.

Our People

Creating opportunities to thrive and flourish.

Our Place

Creating an inspiring local and global gateway to the future.

The priorities contained in Strategy 2030 are being driven forward through a series of sub-strategies as set out on page 9.

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Transforming Futures Equality, Diversity and Inclusivity Strategy

We will be recognised as an inclusive university that successfully supports everyone to achieve their full potential, and that challenges discrimination at all levels. We know that diversity and inclusivity is a key driver for innovation and success; enabling a wide range of talent, skills, perspectives and experiences and supporting the recruitment, retention and engagement of both staff and students.

Being **Inclusive** is one of our core values. We are committed to making UWE Bristol a supportive and inspiring place to learn and work for all – where diversity of experience and perspective is encouraged, and where learning and research is shared and accessible.

We take seriously our responsibilities under the Equality Act 2010, to advance equality for all, to promote a fair and equal society, and protect the rights of everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are a University where there is zero-tolerance of behaviours that exclude or discriminate, and where everyone lives behaviours that uphold equality, diversity and inclusivity, supporting all our staff and students to flourish and succeed.



2.1 | Our principles

A whole institution approach

Equality, diversity and inclusivity is part of our core university business, and is the responsibility of everyone. We work to ensure we design in inclusively and design out disadvantage in everything we do.

Working in partnership

Our approach is built on collaboration and connection, working with internal and external partners, our governors, staff and students to achieve our vision of creating an inclusive and diverse university.

Evidence-informed

We take an evidence-based approach, focusing on impact and positive change, drawing on research and data from across the sector, as well as the lived experience and outcomes for our staff and students.



2.2 | Our Strategic Priorities

A place where everyone can thrive and flourish

- The lived experience of staff and students will be of a university where behaviour that excludes or discriminates is not tolerated.
- We will ensure our physical and digital environments for work and study are accessible, and meet our staff and students' physical, cultural and social needs.
- We will ensure that our policies and practices are equality impact assessed to ensure equality, diversity and inclusion is at the centre of all we do.
- Our university culture will be inclusive at every level, through which we will live our values.

Ambitious for every student and member of staff

- We will create a culture in which everyone thrives and where we will prepare students for diverse workplaces, nurturing graduates who value diversity and who can draw upon diversity of thought and experience.
- We will celebrate and embrace the talent and diversity of our students and staff so that all feel valued and respected as part of our vibrant and welcoming community.
- We will design and deliver innovative and inclusive practice-led programmes that foster strong cohort identities, provide opportunities for all our students to be partners in their learning, and help build successful futures.
- We will invest in resources, technologies and professional development to ensure that all staff and students can thrive, academically and professionally.

Valuing diversity

- We will increase the diversity of our workforce through targeted and sustained interventions, working in partnership with organisations across the region to develop innovative approaches to diversifying local talent.
- We will support and celebrate the diversity of our staff and students, and of our board, as a key driver for innovation and success. We will showcase role models and strengthen the pathways and support available to inspire and generate confidence and ambition.
- We will strengthen our leadership to foster and value diversity, and ensure that development opportunities are accessible to all.

[Our strategic commitments relating to widening access and supporting learners from non-traditional backgrounds are set out in the Transforming Futures Community and Business Engagement Strategy. This strategy also aligns with the University's Access and Participation Plan].



2.3 | How we will measure our progress

Our high level targets are identified in Strategy 2030. We will monitor progress through the corporate scorecard and its supporting framework to ensure we are on track.

Our targets against which we will measure our progress:

- To eliminate student continuation, progression, award and graduate outcome **gaps** for BAME Students across all subjects.
- Increasing the diversity of our workforce.
- No significant differences of staff to new roles by protected characteristic.
- No significant gaps in staff experience by protected characteristic.
- All staff and students feel they are supported to grow and progress in their careers, through a positive and values-based experience.



Strategy Implementation

The priorities contained in Strategy 2030 are being driven forward through a series of sub-strategies.

Core Strategies

Transforming Futures Learning and Teaching Strategy

Transforming Futures Research Strategy

Transforming Futures Community and Business Engagement Strategy

Thematic Strategies

Transforming Futures Climate Action and Sustainability Strategy

Transforming Futures Health and Wellbeing Strategy

Transforming Futures Equality, Diversity and Inclusivity Strategy

Enabling Strategies

Transforming Futures People Strategy

Transforming Futures Campus Environments and Infrastructure Strategy

These strategies contain further information about the commitments we have set and the actions we are taking to realise our 2030 ambitions. Appropriate cross-references are included in each of the strategies.

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