

## **LOUGHBOROUGH UNIVERSITY EQUALITY, DIVERSITY AND INCLUSION STRATEGY**

Equality, Diversity and Inclusion principles and practice reflect the University's values and are fundamental to the vibrancy of Loughborough's Campuses and the success of the University.

This Strategy builds on the existing Equality and Diversity Statement and the Equal Opportunities code of Practice at the University (<http://www.lboro.ac.uk/services/hr/equality-diversity>).

### **Vision**

The University will provide a working, learning, social and living environment in which all members of our community can achieve their potential, are valued, recognised, supported and celebrated.

### **Principles**

- All members of the Loughborough community have a responsibility to promote equality, dignity and respect, to celebrate diversity and to challenge unfairness and discrimination.
- The University's leadership and management<sup>1</sup> teams will visibly embrace and promote Equality, Diversity and Inclusion, including being transparent about the way in which issues and complaints are handled.
- Equality, Diversity and Inclusion values and principles will be embedded in all ways of working, studying and living at Loughborough.

### **Aims**

In order to deliver the vision set out above, the University aims to action the following:

- We will raise awareness of Equality, Diversity and Inclusion through University-led communication, training and support groups.
- We will seek to understand and improve the experience of staff and students from under-represented groups and groups with protected characteristics, as it relates to recruitment, promotion, reward, dignity and respect, student success and outcomes.
- We will collect, securely and where appropriate confidentially, relevant data and ensure an appropriate governance process is in place to support decision making and action. We will use an evidence-based prioritisation approach.
- We will ensure that Equality, Diversity and Inclusion is embedded within our recruitment, research, enterprise, teaching and sport activities.
- We will improve our practices and policies through actively working towards national awards on EDI such as Athena SWAN (AS), Race Equality Charter (REC), Disability Confident (DC) and Stonewall (LGBT+).
- We will harness existing academic and professional expertise within the institution to support this strategy.

---

<sup>1</sup> Academic Leadership Team, Professional Services Management Team and School/Professional Service Senior Management Teams

- We will value and celebrate the diversity of our University and the staff and student groups within it.
- We will comply with our legal obligations as detailed in terms of reporting, publishing and monitoring equality, diversity and inclusion information.
- We are committed to taking reports of inappropriate and discriminatory behaviours and practices seriously, to establishing clear and effective policies and procedures to deal with complaints, and to ensuring that those who are culpable in discriminatory practices face appropriate consequences.
- We will be a thought-leader in respect of equality, diversity and inclusion, influencing societal change.

### **Governance and responsibility**

Responsibility for this strategy and its delivery rests with University Council with regularly governance oversight performed by Human Resources Committee.

Work will be steered by the relevant Equality & Diversity Working Groups with leadership for implementation given by the Academic Leadership Team, the Professional Services Management Team, the PVCs and the Students' Union in consultation with the recognised campus unions UCU, UNISON and Unite.

Professional responsibility for delivering the strategy rests jointly with the Director of Student Services, the Director of Planning and the Director of Human Resources and Organisational Leadership.