Faculty of Engineering Equality, Diversity and Inclusion Strategy 2021-2026

Our Equality, Diversity and Inclusion Commitment

The Faculty of Engineering is committed to Equality, Diversity and Inclusion. We will work to create an inclusive environment that attracts and supports a diverse range of talented staff and students and fosters equal opportunity for everyone to achieve their potential. We will break down barriers, work to remove inequalities and build an environment where diversity -- in all its forms -- is actively sought, understood and appreciated and where processes and structures are designed so as to promote inclusion.

This is what Equality, Diversity and Inclusion means to us:		
	Equality	ensures that each individual will be treated fairly and experience no barriers to fulfilling their potential regardless of their background and circumstances.
	Diversity	refers to the abundance of different backgrounds, experiences, points of view and characteristics that we collectively bring to the Faculty.
	Inclusion	describes an environment and culture that is open, welcoming and respecting of everyone, and that promotes and ensures a sense of belonging, value and respect.

Our Equality, Diversity and Inclusion Vision - One Faculty

Leading with a focus on Inclusion, we aim to drive our work on Diversity and Equality, and to create a sense of belonging (*One Faculty*) where all students and staff feel valued, recognised, respected and appreciated for their role in our continued academic success. In turn, we will all benefit from working with the very best staff and students contributing diverse ideas and perspectives. We will empower students and staff to appreciate the core principles governing ED&I, and to feel a responsibility and confidence to apply those principles in their sphere of influence. We want to make the Faculty known for its inclusive ethos and environment both within and beyond the University and to use our experience to influence further change across the sector.

Our Equality, Diversity and Inclusion Strategic Objectives and Principles

As a Faculty, we will:

- be transparent and aim to build trust to foster a sense of One Faculty.

- align and prioritise activities with the 'One University' approach and University strategic framework.

- engage with staff and students and foster conversation and celebration of our principles.

- co-design action plans, strategies and workflows with staff and students across the Faculty by focusing efforts on identifying and removing structural inequalities, breaking down barriers and designing for diversity.

- take action based on evidence and robust data to inform our work and evaluate the impact of our actions and interventions wherever possible.

- challenge existing work processes and lack of diversity in leadership teams.

- support our ED&I teams across the Faculty to be able to lead and embed change with adequate direction, support and resource.

- consult and involve a diverse range of individuals in decision making, and seek clear buy-in from Heads of Departments and their executive teams for priority activities.

- share our experiences, findings and best practices within the Faculty and wider, and actively seek input from leading institutions and experts in the field.

Our Equality, Diversity and Inclusion Objectives

This ED&I Strategy sets out our three key areas for strategic focus, describing the targets within each and the measures that will help us to monitor progress against them.

Objective 1: Achieve an Inclusive Environment

Aim: *To establish a Faculty where all staff and students feel they belong, can be themselves, can excel to their potential and can benefit the Faculty with their individual perspective and background. We will recognise people's strengths and provide opportunities for all to thrive without biases. We will build an environment underpinned by inclusive processes, trust, transparency of decision making and openness to change.*

'One Faculty': Foster and design for a strong sense of belonging across all staff and students.

Trust: Develop and promote guidance for conducting meetings and conversations where people can feel safe, heard, valued and respected.

Training: Ensure staff and students undertake and have access to appropriate, targeted and useful training to improve their understanding of ED&I issues. This will provide a platform for discussion as well as resources and tools to enable them to actively engage with and apply ED&I good practice.

Process redesign: Identify issues that prevent inclusiveness in relation to the student journey and staff selection and progression and redesign those processes to enable inclusiveness, trust and transparency *by design.*

Inclusive curriculum: Work with the Faculty L&T team to develop and implement an approach to deliver an inclusive, accessible curriculum as part of a Programme Level Approach and in line with the relevant University strategies such as the Race Equality Strategy.

Discrimination, harassment and bullying: Review current provision and work within the University's Dignity at Work policy to ensure a no-tolerance approach for bullying, harassment and discrimination, including clear routes to reporting instances and enforcing it.

Communications: Develop an ED&I communications strategy to raise awareness of ED&I issues and facilitate conversation and engagement.

Objective 2: Improve Diversity

Aim: *To improve diversity across Faculty groups and teams in order to improve delivery and experience of high-quality research and learning and teaching. We will ensure that diversity (both in terms of demographics and in terms of experience and points of view) is actively sought, understood, appreciated and promoted. Although we will use the term 'diversity' to mean all forms of diversity, a special focus will be on ethnicity, gender, socioeconomic background and disability.*

Diversity Targets

Leadership: Improve diversity across department executive teams, professorial and senior staff and student-facing teams.

Staff recruitment and progression: Identify issues that prevent diverse teams in relation to recruitment practice, supporting and celebrating success and reward and recognition including promotions and take positive action to encourage diversity *by design.*

Student admissions/access: Improve diversity of our student intake in relation to *ethnicity, gender, socioeconomic background and disability* in order to graduate engineers and computer scientists that are representative of the world they live in.

Athena SWAN commitment: All departments to have applied for silver; and work will be undertaken with early silver departments to have a minimum of one gold application planned.

Outreach: Develop an outreach strategy that aligns with University and other Faculty priorities.

Representative engagement: Develop Faculty structures and workflows for engaging with diverse groups of students and staff on ED&I issues. Providing channels to voice concerns and experiences will enable us to better understand, reflect and act on issues.

Objective 3: Equality

Aim: *To ensure equality for all students and staff regardless of their background and continue to actively remove barriers to access, progression and attainment for those who are systematically disadvantaged.*

Equality Targets:

Awarding gaps: Improve understanding of factors influencing awarding gaps, and design appropriate interventions in order to reduce identified gaps. This should align with delivery of targets within the Access and Participation Plan.

Staff Progression: Identify issues that prevent equality of opportunity in relation to reward and recognition including promotions and take positive action to remove inequalities.

Management: Work within the University's no-tolerance policy for bullying, harassment and discrimination.

Monitoring: Ensure that all measures are tracked and ED&I targets are prominent in the planning round.

Data: To develop an ED&I data management plan to underpin KPIs and other measures throughout the year. For each dataset, this will set out motivation/need, data provenance, any further analysis to be carried out in the Faculty or Departments and expected uptake/use/influence/impact.