



Equality, Diversity and Inclusion (EDI) Strategy (2024-2029)

Background

The University of Greater Manchester (previously the University of Bolton) is proud to be a truly widening participation, socially inclusive and therefore diverse Higher Education Institution (HEI).

As a provider of education, employment and opportunity for nearly 200 years we are proud of our diversity and the vast range of experience perspectives this brings to university life and the local community.

We value the diversity of all in the University community, where all members of the University community can thrive and grow.

In the content of HEIs working to improve equality of opportunity for underrepresented groups to access, succeed in and progress from higher education this institution remains committed to providing a positive and fully inclusive work and study environment. It achieves this by promoting equality and opportunity irrespective of; age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, gender and sexual orientation.

The University will continue to work towards ensuring our practices are embedded in our institution and also help us to go beyond our legal obligations.

With this in mind the University has set out an overarching EDI strategy applicable to staff to ensure resources are allocated effectively, to inform developments / priorities and to ensure that our commitment translates into implementation of proportionate actions that make a lasting difference.

As part of this the University has adopted the following working definitions of EDI;

- Equality - ensuring colleagues are treated fairly and equally in relation to their needs.
- Diversity - acknowledging the range of difference within our community between colleagues, cultural, social and intellectual contributions and seek to utilise their skills, knowledge and experience.
- Inclusion - the University working with members of the wider University community to design and operate flexible services, practices and procedures that take appropriate account of the needs of staff, students and visitors enabling everyone to fulfil their potential and feel welcome within the University family – regardless of any protected characteristic they may be within.

Core Principles

The core guiding principles within this EDI Strategy are to;

- 1) Encourage the integration of equity, diversity and inclusion into the structures, behaviours and culture of the University;
- 2) Encourage everyone to take responsibility for equity, diversity and inclusion;
- 3) Mainstream effective use of resources in the delivery of the equity, diversity and inclusion agenda, as part of our long term, sustainable and wilful institutional building agenda.

Strategic EDI Priorities

To achieve these Core Principles the University will focus on proportionate actions / initiatives that facilitate the following priorities over the lifetime of this EDI Strategy;

- Ensure inclusive leadership and decision-making process with senior leaders being accountable for the governance of EDI
- Create accessible and inclusive buildings, people practices and employee experience.
- Achieve relevant charter marks / awards - evaluate our success through the recognition we achieve in any such charter marks and employer recognition schemes that we are awarded
- Reduce any gender pay gaps and take steps to report / review on other pay gaps that may be evident
- Ensure EDI is built into the university vision, mission and organisational values
- Through appropriate training ensure staff are aware of their responsibility in relation to EDI
- Attract and retain a diverse workforce and leadership team that is representative of the local community, the wider north west region and student body
- Employees have an awareness / understanding of the EDI challenges and plans (e.g. the Access and Participation Plan) with respect our student community
- Foster an open, compassionate and culturally sensitive, culture - where staff are supported to identify and constructively challenge inappropriate behaviours
- Ensure new / updated policies / procedures related to our employees are in line with this EDI strategy
- As the University of Greater Manchester becomes established in the sector, play our role as an anchor institution in the region and leadership role with respect to EDI outside the boundaries of the University campus

Governance and responsibilities

Responsibility for this strategy and its delivery rests with the Executive Board championed by the Chief People Officer. Work will be steered by People Committee in consultation with the Students' Union, Employee Forum and the recognised Trade Unions, as required.

The annual Equality, Diversity and Inclusion report to the Board of Governors will reflect progress with respect to the Equality, Diversity and Inclusion Strategy. The report will be reviewed by the People Committee.