

From Newcastle. For Everyone.

Newcastle University's Equality, Diversity and Inclusion Strategy

Newcastle University is committed to developing a fully inclusive global University community in which staff and students from all sectors of society can thrive equally.

2nd March 2020

Strategic summary

Newcastle University is committed to developing a culture that is positive, inclusive and supportive, to which all staff and students contribute and within which all can reach their full potential. Working together to develop an inclusive environment in which all can see the difference their contribution can make, will enable the University to fulfil its vision to become a more globally inclusive institution.

Our Equality, Diversity and Inclusion Strategy is crucial to realising the potential of this values-led, people-focused approach to creating an inclusive, diverse and international collaborative learning community. Building upon and informing the University's Vision and Strategy, it provides an overview of the University's commitment to equality, diversity and inclusion and shows how we are responding to current and future challenges locally, nationally and globally. Equality, diversity and inclusion is a University core value that runs through each of the four University strategies: Education for Life, Research for Discovery and Impact, Engagement and Place, and Global. Our equality, diversity and inclusion strategy reflects where we have come from and what we have achieved, but is also an honest recognition of the journey we still have to go on.

Our equality, diversity and inclusion activities and initiatives have contributed to realising the University's vision for inclusion and excellence and include:

- developing staff networks;
- investing in innovative activities through the establishment of a University fund specifically to support equality, diversity and inclusion initiatives;
- disseminating our equality, diversity and inclusion research through conferences and workshops;
- producing our own evidence base for the development of new activities/initiatives;
- engaging with national equality, diversity and inclusion charters.

As this list demonstrates, we have built on our early success with the Athena SWAN gender equality charter to commit to and achieve wide-ranging and intersectional progress.

Our strategic aim

Our overall equality, diversity and inclusion-based aim is to develop a fully inclusive global University community in which staff and students from all sectors of society can thrive equally.

This aim, and the priority areas that will enable us to achieve it, have been identified in response to progress made in institutional and unit equality, diversity and inclusion action plans, by analysing relevant data, and through consultation with:

- Staff and student networks, committees, forums, and surveys;
- Vice Chancellor Think Tanks;
- Executive Board strategy events;

- Campus trade unions;
- Key stakeholders internally and externally.

We are listening to, consulting and engaging with groups and individuals to enable the University to be agile and responsive in a changing environment to ensure our priorities remain relevant and are aligned to those of the Office for Students. This will also prove beneficial in developing the University's Access and Participation Plans.

Our Equality, Diversity and Inclusion priorities

To support the delivery of our strategic aim, this strategy considers equality, diversity and inclusion across five priority areas:

- Foster and sustain a University culture that is inclusive and supportive
- Take action to eliminate barriers that hinder advancement for any colleague or student
- Embed the values of equality, diversity and inclusion across the University
- Ensure our education and research is widely accessible
- Positively engage with communities and organisations regionally and internationally

We are committed to addressing each of these priorities. We recognise that this can't be achieved through an isolated approach but requires cross-University and cross-sectoral working. Our University's four guiding principles of Working together, Visibly leading, Freedom and opportunity to succeed and Responding to current and future challenges, underpin each of the University's strategies.

Taking each priority in turn:

Foster and sustain a University culture that is inclusive and supportive

Our equality, diversity and inclusion vision is to create a positive working environment and educational experience that enables all our people to achieve their potential. Everyone will need to play a part in making Newcastle University a place where all interactions are characterised by respect, trust, openness and equity.

This positive culture of welcome and inclusion must be visible not only to all those who work and study with us but also our external partners and stakeholders. This will involve engaging with those we work with to consider their approach to equality, diversity and inclusion.

Take action to eliminate barriers that hinder advancement for any colleague or student

The University is committed to identifying and understanding structural and cultural barriers that hinder the advancement and development of any colleague or student and to take appropriate action to remove or mitigate them where possible, ensuring that no one is disadvantaged.

Embed the values of equality, diversity and inclusion across the University

Realising our vision of embedding a culture of inclusion requires all staff and students to understand what such a culture might look like, recognise the advantages of working to achieve it and appreciate that their contribution is truly valued by the University. We are promoting greater understanding of equality, diversity and inclusion by increasing knowledge and skills through an effective communication strategy and professional development.

Ensure our education and research is widely accessible

We strive to create a respectful, inclusive campus environment where everyone can feel inspired to make a difference; where bullying and harassment, sexual misconduct, racial discrimination and hate crime is challenged, reported and action taken. Our aim is to provide welcoming University locations where everyone can feel safe, supported and included. This will ensure our priorities remain relevant and are aligned with our external and internal frameworks, governance and key networks

Positively engage with communities and organisations regionally and internationally

The University is developing and nurturing new city-wide, regional and national networks and partnerships. This provides a real opportunity to learn from others further ahead of us in their equality, diversity and inclusion agenda, but also enable us to influence the equality, diversity and inclusion culture locally, regionally and nationally where we can. As well as its commitment to equality, diversity and inclusion, Newcastle University has a long tradition of actively and visibly working to reduce social injustice. As equality is synonymous with fairness and social justice, the Deans of Equality, Diversity and Inclusion and Social Justice are working together to promote these University core values.

Equality, diversity and inclusion is everyone's business. Our equality, diversity and inclusion strategy has been developed to be relevant to all our staff and students working and studying in each of our four global locations, our global alumni network and all those we work with in our places. By addressing equality, diversity and inclusion issues and challenges, everyone benefits, whether through a more inclusive and accessible learning environment, a positive culture that values all staff and students or through the enriched interactions we are having with those we partner with. We will work to be visibly leading in our approach to equality, diversity and inclusion at Newcastle University and in the impact it will generate both internally and externally.