We have made firm commitments to support equity, diversity and inclusion in our University Strategy and aspire to be recognised as a sector leader in our approach to deliver this key priority. This Plan supports our collective ambition as set out in our university-wide People Plan to build a diverse and inclusive University community that actively seeks to recruit, support and promote talented individuals from different backgrounds and heritages.

We have committed to improving our performance on attracting more people from Black, Asian and minority ethnic (BAME) backgrounds, reducing the gender pay-gap, maximising career development opportunities for all staff - particularly our female staff - and supporting our LGBT+ and disabled communities.

Our Student Inclusion Team and Bristol SU are working to ensure that our students feel that they are part of an inclusive and supported community and although this Plan focuses on our staff, we recognise how any activity to promote diversity and inclusion benefits all members of our university and enhances our wellbeing. Working together, we are building an environment where our people can be part of a resilient and supportive community where they can thrive and enjoy an excellent staff experience.

Equity, diversity and inclusion (EDI) cannot be delivered by one individual or a single committee. It is the responsibility of everyone within our University and it requires a strong commitment and concerted action to make this a truly inclusive environment for all. We cannot afford to be complacent and must recognise that this is an ongoing journey – and we are in this for the long haul.

I would encourage you to challenge yourselves to ensure that diversity and inclusion are a natural part of what you do - in your ways of working and ways of thinking – and to get involved in activity to promote diversity and improve inclusion for others and for yourselves.

The success of this delivery plan depends on all of us: we all have a part to play in making our University a great place to work for everybody.

Claire Buchanan
Chief People Officer
Our Approach

Supporting the core strength of our University – our People – remains critical to our ability to maintain and grow our position as one of the world’s leading civic universities. We want to attract the best possible talent from the broadest range of people and we will challenge ourselves to become a sector leader in diversity and inclusion where our staff can do their best work in a positive and supportive environment. We are doing this for the following reasons:

Reflecting the diversity of modern Britain and our city

To be a sector leader in diversity and inclusion we must understand and reflect the changing population of the UK across our staff community. This in turn will positively influence the experience of our students who will see ‘people like them’ represented across the organisation.

Diverse teams = better decisions + better performance

We are all unique and have different ways of seeing the world: all of which influences how we engage with work. Bringing together individuals from different backgrounds and with different personal circumstances brings a wider range of experience, leading to improved decision-making, innovation and problem solving.

Attracting, developing and retaining the best people

We want to attract the best possible talent from the broadest range of people and continue to improve representation of groups that are under-represented across our workforce. An inclusive working culture will ensure that diversity can thrive, staff can be themselves, build their careers and stay with us for longer.
I am proud to be the senior champion of the LGBT+ Staff Network. The Staff Network has a very important role to play in helping the University to support the LGBT+ members of its community. It is also a great way to make new connections and friendships. We all need to feel free to be ourselves at work and to have a network of people who face similar issues to support us. None of us can reach our potential at work and have a positive experience without this. The wellbeing of our staff and the creation of an inclusive environment where every individual can thrive is at the heart of my role as the University’s Chief Operating Officer.

Robert Kerse, Chief Operating Officer
Our Journey

Bristol has a long history of being an international city - the population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol. We are proud to be part of an open and diverse city with cultural, educational and business links across the whole world and strive to work with partners across our city to create a positive impact in our vibrant local communities.

Our EDI journey began 16 years ago when we established a more focused approach to diversity as being critical to our continuing success. The diversity of our people has grown since then and over 136 countries are represented across our staff community.

A commitment to gender equality is fundamental to our University's core values, ensuring our success as a high-performing global civic institution with a positive and supportive culture, where all staff and students feel empowered and respected. We are committed to dealing swiftly and effectively with any form of harassment, bullying or discrimination, to eliminating the professorial gender pay gap, and to mainstreaming gender equality into all our practices.

Professor Judith Squires, Deputy Vice-Chancellor And Provost
University is a founder signatory of the Athena SWAN Charter and gains a Bronze award for work to promote gender equality

Maternity/Paternity Coaching Service launched

Formation of the Academic Careers Equality Working Group

Women Returners’ Scheme reviewed and relaunched as Returning Carers’ Scheme

University joined Stonewall and sponsored Bristol Pride for the first time; LGBT+ Staff Network formed

Launch of the EDI Forum to build a community of practice for people who share a responsibility for or an interest in diversity & inclusion to support better communication, share knowledge and learn from each other.

University helps shape Bristol’s Equality Charter – the city’s first collective agreement to promote the values of equality, diversity and inclusion

University joins AdvanceHE’s Race Equality Charter which aims to improve the representation, progression and success of minority ethnic staff and students.

University wins Best Employer at Bristol Pride Awards in 2016

We support Bristol’s Trans Support Pledge

Disabled Staff Network and BAME Staff Network formed

Networks for Working Parents and Carers formed

Women Returners’ Scheme introduced to support academic colleagues following maternity leave

Theirstories programme of events launched where people share their experiences to inspire and empower others

Launch of the EDI Forum to build a community of practice for people who share a responsibility for or an interest in diversity & inclusion to support better communication, share knowledge and learn from each other.

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Our Future

We have shaped activity for the next three years that will accelerate our approach with the ultimate aim of engaging everyone in our EDI journey where we all recognise our individual responsibility for creating a culture of inclusion.

For the next stage of our journey, we will focus behavioural and structural changes to remove any barriers to inclusion. We will seek to engage with people at all levels across the organisation using four cornerstones as a vehicle for change: People, Processes, Culture and Reputation.

I have always been passionate about the value that a diverse and inclusive community brings to any organisation. In my last role I had the privilege of working with a global network of colleagues working in public health to look at health and health equity through the gender lens. I am really looking forward to championing equity, diversity and inclusion for our people and contributing to the excellent work already underway here at Bristol to provide a highly positive, inclusive, engaged and rewarding staff experience.'

Lucinda Parr, Registrar & Institutional Lead for EDI (staff)

Our Staff Network has created a community for both academic and professional members of staff from BAME backgrounds where we can connect with each other and feel a sense of belonging. Through sharing our experiences, we bring new perspectives and fresh ideas that help drive change to ensure that our university is welcoming to all.

Raeesah Ellis-Haque & Robiu Salisu, Co-Chairs Of Our BAME Staff Network
Our People

We will attract, develop and retain a diverse range of talented individuals who will be respected and valued for who they are. To achieve this, we will:

**2019/20**

- Undertake a comprehensive audit of our recruitment processes – from preparing job descriptions to onboarding – and make improvements that will enable us to attract and appoint a more diverse range of people.
- To support gender equality, actively engage with the principles outlined in the Athena SWAN Charter to improve opportunities and experiences for all staff.
- Identify institutional barriers to the attraction, retention and progression of Black, Asian and Minority Ethnic people and develop a wide-ranging action plan to address these.
- Based on feedback from our submission to the Stonewall Workplace Equality Index develop, publish and implement an action plan to improve the staff experience for the LGBT+ community.
- Develop and implement a range of action measures to improve how we attract, develop, support and retain disabled staff.

**2020/21**

- Review and refocus our recruitment activity in under-represented communities.
- Develop a range of general and discipline-specific positive action initiatives to attract and retain a range of staff from different backgrounds.
- Improve impact and reach of existing leadership development programmes.

**2021/22**

- Introduce targeted development programmes to build diversity across our talent pipeline.
- Monitor and identify opportunities to improve diversity on our Board of Trustees.
Our Processes

We will identify, challenge and address barriers to inclusion within our policies, practices and structures, and build accountability across the organisation. To achieve this, we will:

2019/20

- Develop and communicate an improved suite of policies on equality, diversity and inclusion to reaffirm our commitment to fair treatment and anti-discriminatory practices.
- Review and relaunch the framework for undertaking equality analysis to help guide colleagues towards considering the potential impacts of projects, actions and initiatives on a diverse range of people.
- Integrate diversity & inclusion objectives into existing key areas of activity such as Staff Review and institutional annual planning processes.

2020/21

- Introduce the setting of evidence-based diversity & inclusion objectives across Faculties and Divisions with Deans and Professional Service Leaders being accountable to the Executive Team for driving this agenda in their respective areas.

2021/22

- Increase diversity data disclosure rates across the organisation to deliver improved monitoring reports to enable us to track progress and identify areas of under-representation.
- Further develop our Diversity Dashboard to provide timely data on our staff with a particular focus on attraction, retention and reward.
- Adopt an evidence-based approach to understanding gender and ethnicity pay gaps at our University, developing solutions that are innovative and effective.
Our Culture

We will build and sustain an inclusive working environment that will support, respect and celebrate individual differences. To achieve this, we will:

2019/20

- Develop and promote a range of tools to promote positive behaviours and to equip and empower staff to challenge all forms of unacceptable behaviour in the workplace.
- Work in partnership with our People Networks to share authentic employee voice to help build organisational capacity around inclusive behaviours and practices.
- Identify champions for specific areas of equality across the Senior Team who will also act as sponsors to related People Networks.
- Develop a targeted communications and engagement plan to raise awareness of diversity and inclusion through an annual events calendar and our TheirStories programme.
- Launch an annual Equality, Diversity & Inclusion Conference and initiate various ways through which good practice can be shared, developed and celebrated.

2020/21

- To equip senior staff to lead on EDI, ensure that inclusive leadership is integral to all development activity.
- Work to normalise part-time and flexible working patterns for all staff and to become a sector leader in the support we provide for colleagues with caring responsibilities.
- Review effectiveness of our EDI Forum to help build organisational capacity and encourage collective activism around inclusive behaviours and practices.

2021/22

- Improve management capability in supporting diverse teams and implementing reasonable adjustments to build confidence in creating inclusive workplaces.
- Collaborate with the Student Inclusion Team and Bristol SU to work in partnership on campaigns across our staff and student communities.
Our Reputation

We will build positive and mutually beneficial relationships with the local community in the city of Bristol and beyond, building confidence and trust in the University as an employer and ensuring that all diversity and inclusion initiatives and outcomes are shared with all key stakeholders. To achieve this, we will:

2019/20

- Sponsor key events across the city - such as Bristol Pride - to raise our profile as an inclusive employer and provider of education.
- Collaborate with employers across the city to deliver activity linked to external initiatives such as the Bristol Equality Charter and Bristol Race Manifesto.
- Establish a panel of external stakeholders to review, challenge and give guidance on matters connected to equality, diversity and inclusion including but not limited to how we might strengthen our relationships with groups across the city.

2020/21

- Work towards accreditation under a range of schemes that recognise best practice in diversity and inclusion such as the Athena SWAN Charter, Race Equality Charter and the Stonewall Workplace Equality Index.
- Collaborate with external partners to develop and share good practice.
- Engage with Bristol communities to build confidence and trust in the University as a diverse and respectful employer.

2021/22

- Ensure a diverse supply chain to encourage relationships with all types of businesses, including for business owned or led by under-represented groups.
- Identify opportunities and initiate action to strengthen our position as a global civic university.
Bristol is a vibrant city with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

We are committed to making a real difference by:

1. Making Bristol a welcoming city where everyone feels they belong
2. Inspiring trust and confidence in all the city has to offer
3. Recognising, valuing and celebrating diversity
4. Building good relations and understanding between people
5. Promoting inclusion, participation and equal access
6. Challenging discrimination, harassment, bullying, hate crime and victimisation

As an organisation we will:

1. Recognise, support and empower those responsible for promoting equality in our organisation
2. Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
3. Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
4. Ensure that equal opportunities are integral to how we recruit and treat our workforce
5. Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
6. Play our part in promoting good relations between people from different backgrounds
7. Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
8. Measure and share our progress and success
Iconic Black Bristolians Presents

On Celebrating 51st Anniversary of
The St. Paul's

of The Bristol West Indians Association

9th to 30th June 2018 at Sale House

With accompanying biographies of Saints of St. Paul's
& Bass and The St. Paul's Community Theatre.

Live from Bristol's

Award Winning Artist, Michele

University of Bristol

will conclude with

with BBC Points

Choudhury from

first Poets

Ceremony

University of Bristol

18 ISE
Our University is amongst the largest and most visible employers in the city and we have a clear responsibility to ensure that we are increasingly representative of all of the diverse communities that live and work in Bristol. The continuing growth and success of the University offers opportunities for everyone, and we should do all we can to build our reputation as an employer that is welcoming to all. But we can only do this if we are seen to be an employer who is fair, open and supportive, and a place where staff can bring their whole selves to work. I’m pleased to have the opportunity to build on all of the fantastic work that the University is already doing to make that happen.

James Bigwood, Director Of People and Organisational Development