THE UNIVERSITY OF LEEDS

Equality & Inclusion Strategic Overview

Our Vision
As a research-intensive international University, we will attract and retain excellent people from across the world to enable the University, and the people within it, to fulfil their potential.

Our Mission
To be a beacon of excellence in the sector, promoting a culture of inclusion, respect and equality of opportunity for all. In pursuit of this mission we will:

- Demonstrate visible leadership and accountability at all levels
- Embed equality into all aspects of University life
- Provide a sustainable environment which enables all staff and students to thrive
- Work in partnership with our staff, students, Unions and wider stakeholders

Key Priorities
The following four priority areas, with objectives beneath them, have been identified through consultation and will inform further strategy development. They have been created with input from key stakeholders building on the current Equality Objectives (published in April 2012) and aim to replace the existing Equality Objectives by April 2013. The next stage will involve developing these high-level objectives through engagement and consultation, resulting in detailed action plans outlining how the strategy will be translated into organisational practice. Through this we aim to develop objectives that have a positive impact on people and are also strategically aligned, outcome-focused, specific and measurable

1. Develop a University-wide culture which promotes equality and inclusion
   1.1 Develop and implement a sustainable One University\(^2\) approach to equality.
   1.2 Create an environment that is better for all through promoting personal responsibility for equality.

2. Integrate and embed equality into all aspects of University business
   2.1 Identify and address equality gaps in our governance structures and management processes.
   2.2 Incorporate equality into day-to-day business activity.

3. Attract, retain, support and develop an excellent workforce from across the world
   3.1 Build a diverse and representative sustainable community which reflects our values.
   3.2 Become national and international sector leaders in promoting good equality practice.

4. Ensure a world-class student experience through inclusion and academic excellence
   4.1 Provide fair and equal access\(^3\) to recruitment, attainment and progression opportunities to ensure an exceptional student experience for all.
   4.2 Recognise the range of needs of our diverse student population and integrate them into the governance and practice of student education.

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\(^2\) ‘One University’ is the provision of universal, fit-for-purpose University-wide processes and systems that provide a better and joined up experience for our staff and students

\(^3\) Fair and equal access is central to the ‘The Partnership’ agreement that has been developed in partnership with students and staff and describes the mutual expectations of us all as members of the University community