

# Equality, Diversity and Inclusion Strategy

## 2025–2030



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# Introduction

The Equality, Diversity and Inclusion Strategy 2025–2030 represents a significant evolution in our approach to equity, diversity, inclusion and belonging at the University of Hull. The strategy strengthens our commitments and builds on the many successful initiatives already in place, such as our work in Research and Knowledge Exchange, the Access and Participation Plan, our education offering, institutional charters and commitments, by providing a shared vision and a university-wide roadmap for progress.

This road map will guide our collective efforts over the coming years, with each community member playing a vital role in reaching our goals. Through our continued collaboration in advancing equity, diversity, inclusion and belonging, we are confident that we will strengthen our university and the communities which we serve and contribute to creating a more just and equitable society.

An ongoing commitment to embracing diversity is at the heart of the University's identity. We are a dynamic and vibrant community of individuals from diverse backgrounds, cultures and perspectives. We recognise this diversity not only as one of our greatest strengths but also as a source of innovation, mutual understanding, growth and excellence.

Within the changing landscape in which our University operates, it is becoming more crucial that we build a community that mirrors the rich diversity of our society. We are dedicated to creating an inclusive environment where each person student or staff – irrespective of their background or personal journey – feels welcome, valued, respected and empowered to thrive.

**We envision a vibrant, diverse community founded on inclusion and a shared sense of belonging, igniting our drive to create significant global impact.**









# Pillar 1: Community

## *Building diversity*

In every aspect of the University community, we shall actively work to increase the presence and inclusion of individuals from a diverse variety of backgrounds. Our dedication lies in acknowledging, appreciating, and enhancing diversity by enabling people with varying origins, customs, and life experiences.

### Objective

#### **Diversity and Equity**

Actively grow our dimensions of diversity at all levels by providing equitable and inclusive opportunities for access, participation, belonging and success. Create pathways through Employment, Education, Research and Knowledge exchange and support systems to enable marginalised and under-represented groups to achieve their full potential as part of a diverse University community.

#### **Equitable access and opportunity**

Build a diverse and balanced community in all areas of the University. Ensure fair and equitable recruitment practices and advancement opportunities that meet the needs of marginalised and under-represented groups.

### Key Actions

- Enhance data and reporting capabilities to better understand and monitor diversity, under-representation and disadvantage
- Proactively recruit students and staff from marginalised and under-represented communities and provide support services that cater to their needs.
- Showcase our inclusive culture to reach diverse communities and create a compelling reason for people to view the University of Hull as a university of choice to study and work
- Empower our colleagues to make equitable and innovative decisions that promote inclusion

### Outcomes

- Our community reflects the diversity that exists within our society
- Diversity of thought drives solutions for the University and the communities we serve
- Equitable opportunities and accessibility remove barriers in education and employment
- Equitable innovation enhances our capability for excellence and growth








# Pillar 2: Organisation

## *Embedding inclusion*

 We will take deliberate and proactive measures to establish a nurturing and fair environment where every member of our university community – irrespective of their diverse backgrounds or personal attributes – feels deeply valued, respected, and provided with equal opportunities to engage and flourish.

We will take a proactive ‘system improvement’ approach to inclusion. We will focus on identifying and addressing systemic barriers and structures that prevent the full and equitable participation of all individuals. Our goal is to embed inclusive design into everything we do, ensuring that our systems, policies and practices support diversity, and provide equitable access, experiences and opportunities in research, education and employment.

### Objective

#### **Inclusive leadership**

Build inclusive leadership as a core capability for all people managers at the University of Hull. Support leaders to develop the mindset, knowledge and commitment to model inclusive practice, communicate and collaborate with their teams to progress our diversity, inclusion and belonging goals.

#### **Inclusive Design**

Review our systems, policies and practices regularly, aiming for continuous improvement to ensure their fairness and the absence of inequity or exclusion. Apply an inclusive design approach that considers intersectional perspectives and empowers our communities to create solutions that serve everyone.

### Key Actions

- Sustain strong governance and accountability for diversity and inclusion progress at all levels.
- Equity in educational achievements and experiences, ensuring a proactive accountable approach empowering students to excel
- Embed diversity data analysis into reporting frameworks across all areas of our university.
- Regularly seek input and feedback from a diverse range of student and staff stakeholders to gain insights
- Provide leadership development opportunities and resources to support inclusive practices.
- Report transparently on progress against relevant objectives and benchmarks
- Showcase success stories in inclusive design through internal and external communications

### Outcomes

- Leaders consistently demonstrate inclusive practice
- Systems, policies and practices accommodate diverse needs and deliver equitable outcomes
- Infrastructure, services and technology are accessible and inclusive
- Inclusive design principles are reflected in all areas of our operations





# Pillar 3: Culture

## *Fostering belonging*

We will create an atmosphere where each student, staff, partner and community member can genuinely sense their integral and valued role within our University community. This involves creating a psychologically safe space for individuals to express their authentic selves, fostering a strong connection to the University and its culture, and cultivating a shared sense of identity among all who contribute to our community.

### Objective

#### Dignity and Respect

Create physical, psychological and cultural safety for all members of our University community. Promote behaviours that support everyday inclusion and belonging while actively preventing all forms of bullying, harassment, sexual violence, victimisation, prejudice or discrimination.

#### Engagement and Community

Increase visibility and knowledge of diversity and inclusion at the University of Hull. Encourage meaningful connections and celebrate the rich array of backgrounds, perspectives and lived experiences within our community.

### Key Actions

- Sustain strong governance and accountability for diversity and inclusion progress at all levels.
- Regularly communicate key messages about diversity, equity and inclusion to our community
- Implement a coordinated, whole-of-university approach to prevent all forms of bullying, discrimination and harassment
- Provide training and resources to build awareness, accessibility and allyship.
- Create opportunities for connection and community building to highlight and celebrate diversity
- Support promote and empower our Dignity and Respect Advisors, EDI champions and staff/student networks

### Outcomes

- Everyone is valued and treated with dignity and respect.
- The University of Hull provides a safe environment for all
- Our community is educated and informed about diversity and inclusion
- Our stakeholders and visitors feel integral to the University community



# Our Equality Diversity and Inclusion guiding principles

## **We design for inclusion**

We prioritise accessibility and inclusion in everything we do; consider different abilities, backgrounds, cultures and create solutions that address a diversity of needs.

## **We seek different perspectives**

We engage with the diverse voices, unique perspectives and lived experiences of our students, staff, partners and community to understand their needs, gather ideas and seek feedback.

## **We are all responsible**

Each member of our University community contributes to a culture of safety, respect and belonging by consistently enacting our values and practices of diversity and inclusion.

## **We focus on systemic change**

We embed inclusion into our systems and structures to rectify existing inequalities, biases and discriminatory practices, ensuring they promote equitable outcomes for all.

## **We hold ourselves accountable**

Our leaders are responsible for improving diversity, inclusion and belonging, and for transparently reporting progress to the University community and external stakeholders.





# Enabling Success



## Leadership and Accountability

Clear accountability structures will enable the alignment of all diversity, Equity, inclusion and belonging initiatives under this overarching framework and ensure we collectively deliver on the University's priorities. Framework success measures, key performance indicators and targets will be developed to guide EDI action planning at the faculty, portfolio and entity levels, with regular transparent reporting to our university community.

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## Data and Reporting

Create a culture that empowers confidence in our people, to declare personal demographic information. To improve collection and reporting of qualitative and quantitative diversity and inclusion data. This will enable a metrics-based approach in which attention and resources are focused on those areas most likely to bring about meaningful change. These metrics, complemented with qualitative surveys and focus groups of staff and students, will be used to identify priorities, establish baselines, assess the effectiveness of various initiatives and measure outcomes. Regular reports on the progress of diversity, inclusion and belonging will be shared with our leaders and the University community.

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## Communication and Engagement

Effective communication and engagement will be critical in gaining support for the framework and its principles, inspiring action at the local level, sharing progress and success stories, and sustaining momentum over time. Diversity, inclusion and belonging messaging will be embedded in internal and external communications to enhance visibility and promote a shared sense of belonging.

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## Learning and Development

Ensuring that everybody has the knowledge, capability and support to advance diversity, inclusion and belonging is essential. The framework prioritises targeted development in inclusive leadership. It also emphasises the importance of raising awareness about diversity, accessibility, everyday inclusion, safety and respect for all.





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