

## Vice-Chancellor's Office

15 January 2021

Dear GTRSB into HE team

### **GTRSB into Higher Education Pledge**

The University of Hull commits to the GTRSB Pledge to support Gypsy, Roma, Traveller, Showman and Boater students accessing and participating in Higher Education.

The University's Strategy 2030 recognises that to achieve a more equitable and sustainable society, inclusive social and economic development is essential; this is the case both for the Humber and globally. Persistent injustices exist across many different areas of society, including: the inhumanity of modern slavery and exploitation; inequalities in education and health outcomes; and regional disparities in employment opportunities and economic security. This is why the University is motivated by the desire to lead creative change at the forefront of social justice.

The University also recognises the unique individual experiences of Gypsy, Roma, Traveller, Showman and Boater students, and how these may inhibit access and participation in higher education. It will seek to encourage access and participation, and fulfil the commitments of the Pledge, by:

#### **Data Collection:**

- monitoring the number of Gypsy, Traveller, Roma, (Showmen and Boater) students and staff currently at the University;
- year on year evaluating trends in these numbers of self-identified students/staff;
- seek ways to empower and enable students to self-identify at application stage and throughout their journey within our organisation.

#### **Organisational and Institutional Culture:**

- designating a key named contact for working with GTRSB students to oversee workstreams/attend regular training/working party steering group meetings;
- encouraging the formation of GTRSB student and staff societies, possibly in local or regional groups of HEIs;
- promoting and communicating initiatives which highlight that the University is seen as a 'safe space' in which self-declaration of GTRSB identity can take place;
- ensuring GTRSB is incorporated into our Anti-Racist, Anti-Discrimination and Anti-Harassment policies and activity;
- encouraging all staff and students to challenge prejudice, derogatory language, and discrimination against GTRSB.

### **Outreach:**

- having a distinct stream of work which focuses on GTRSB students within widening participation activities including the introduction of a GTRSB student support package;
- strengthening links to schools/FE colleges or NGOs working with local GTRSB communities;
- developing mentoring opportunities for GTRSB graduates/students to work with members of their communities who are considering entering (or re-entering) HE;
- ensuring that widening participation and outreach teams understand the barriers to higher education often experienced by GTRSB students, in order to better address them within institutional policies;
- including GTRSB as a target category for outreach participation with local schools and colleges as part of the Humber Outreach Programme;
- working collaboratively with partner universities, local authorities, charities and other third-sector organisations to develop tailored outreach activities to support GTRSB students access and transition into higher education.

### **Inclusion, Celebration and Commemoration:**

- focusing visibly on GTRSB inclusion and cultures within the university;
- ensure that staff recognise that visibility and awareness of the GTRSB communities in and around Higher Education institutions reduces barriers to access, retention and attainment, and helps to support these students through creating a welcoming and affirming environment;
- encouraging appropriate inclusion of GTRSB experience and texts within the curricula as part of our wider commitment to diversify the curriculum;
- celebrating Gypsy, Roma, Traveller history month (in June); encouraging participation in the commemoration of European Roma Holocaust Remembrance Day (2 August) and ensuring that Roma genocide is included in Holocaust Memorial Day events (January).

I hope the above demonstrates the University of Hull's commitment to the GTRSB Pledge.

Yours faithfully,



**Professor Susan J Lea**  
Vice-Chancellor