



Social Justice and Inclusion Strategy 2025

Our commitment to social justice and inclusion is integral to our core values and at the heart of our vision for a fairer, brighter future.

This involves celebrating our differences and standing united against intolerance, ignorance and discrimination in all its forms. And we recognise that there is more we need to do to tackle structural inequalities and to ensure that every member of our University feels safe, valued, respected and supported at all times.

This strategy takes us beyond what is required under the Equality Act, 2010 and sets out our vision for fairness and inclusion for a number of additional characteristics which are not currently protected under UK law including caring responsibilities, gender identity (as distinct from sex and gender reassignment which doesn't account for fluidity) and socio-economic backgrounds.

It also covers broader issues of social justice in terms of the increasing the positive impacts our University can have on our local area and wider society as a civic and socially responsible institution.

Our drive to shape a society that is built on equity, integrity and respect will be reflected in the social impact of our education, research, knowledge exchange and civic engagement, and in the culture and working practices of our University community.

Our pledge

We are committed to social justice through inclusion, respect, fairness and diversity with the aim of exemplifying best practice within our sector and challenging others to do the same. We will drive the systemic and cultural changes needed to progress this work meaningfully and at pace.

Social justice and inclusion at the University of Hull means that:

- **We expect and support all members of the University to embrace our collective and personal responsibility to work together in fostering a diverse and inclusive community where everyone feels welcome, safe and empowered.**
- **We offer inclusive access to a transformative higher education experience that supports all of our students to realise their potential and achieve excellent outcomes.**
- **Our education develops globally competent citizens with the agency and social responsibility to contribute to shaping a fair and sustainable society.**
- **Through our research, knowledge exchange and partnerships, we collaborate to tackle injustices and drive just and sustainable social change in our local, national and global communities.**

We will improve all elements of social justice and inclusion through three overarching objectives.

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Diversity, Equality and Inclusion

- We will actively seek to be a diverse staff and student community which reflects our local and international communities
- We will ensure fairness through equality of opportunity and treatment
- We will create an inclusive culture whereby difference is valued and people have a sense of belonging

Inclusive Campus Community

- We will better understand our communities
- We will increase engagement and good relations
- We will have a zero tolerance approach to inappropriate behaviour

Place and Partnership

- We will increase our understanding of the Partnership landscape
- We will tackle disparity together

Equality Act 2010

There are nine protected characteristics in UK law which are all represented at a senior level through our workstream focused Steering Groups. From a Governance perspective, the following characteristics are those protected under UK legislation:

Our commitment to the Equality Act and the defined nine protected characteristics:

Age

Age discrimination involves unfair or less favourable treatment of individuals because they are (or are not) a certain age or age group. We will not discriminate against individuals because of their age. This work will be managed through our Lifestage Inclusion Workstream.

Civil Partnership & Marriage

We will not treat anyone differently on account of their relationship status.

Our strategy for inclusion is to consider all kinds of committed relationships between consenting adults within our Relationships Inclusion Workstream.

Gender Reassignment

We will not discriminate against anyone who has undergone, intends to undergo or who is currently undergoing gender reassignment. This will be managed through our Gender Inclusion Workstream, where we will also include wider gender identity.

Pregnancy & Maternity

We will not treat anyone unfairly for being pregnant or on maternity leave and we shall take all necessary steps to ensure that pregnant employees can work safely within the workplace during their pregnancy. This will be managed through our Lifestage Inclusion Workstream, which will also incorporate individuals who become a parent including through stages of fertility treatment, adoption processes, surrogacy, fostering or become a legal guardian through other means

Race or Ethnicity

The legislation protects individuals defined by their race, colour or nationality. We will value this difference and we will not treat people differently. This work will be delivered through our Cultural Inclusion Workstream.

Sexual Orientation

Sexual orientation is attraction to people of the same sex or gender, the opposite sex or gender, to both sexes, to more than one gender, or a lack of sexual attraction. We will not treat anyone less favourably because of their sexual orientation. This work will be delivered through our Relationships Inclusion Workstream.

Sex

We will not allow unfair treatment of anyone because of their sex regardless of whether or not this consistently aligns with their gender identity. This work will be delivered through our Gender Inclusion Workstream.

Disability

The Equality Act 2010 defines a disability as a physical or mental condition which has a substantial and long-term impact on an individual's ability to conduct normal day-to-day activities. We will support disabled individuals and make reasonable adjustments to remove any barriers caused by their disability. This work will be delivered through our Disability Inclusion Workstream.

Religion and Belief

Religious discrimination occurs when a person is treated less favourably than others because of their religion or belief (or lack of religion or belief). We will not discriminate against individuals because of their religion or protected philosophical beliefs. This work will be overseen by our Cultural Inclusion Workstream.

How we will deliver

To achieve our aims, we need a collective commitment to Social Justice and Inclusion across our institution and beyond, and acknowledge that it is a priority for everybody. As a globally-engaged civic university, we seek to be a beacon of excellence in our region, both learning from the best practice of others and supporting partners in their social justice and inclusion endeavours.

This strategy highlights our commitment with three clear anchors that are proven to influence advancement in creating a diverse, equal and inclusive organisation. These three anchors provide the framework for how we will support the delivery of this strategy.



Collegiate Leadership

We are all leaders, and we must truly believe that culture matters and prioritise it.

Our University Leadership Team, working with the wider Senior Leadership Teams and key partners will demonstrate total organisational leadership and will be held accountable through our revised governance structure.

We must all acknowledge that we each have a part to play in shaping our organisation, and demonstrating our commitment to Social Justice and Inclusion as an integral part of delivering education, research and knowledge exchange to our communities and partners.

As such, we all need to act with the following positive behaviours:

- **SAY:** Building a more socially diverse, equal and inclusive community and culture is our priority.
- **LISTEN:** Regularly climate check by asking key questions and listening to our people.
- **DO:** Recognise the importance of culture and identify change as a personal goal.
- **DRIVE:** Reward and acknowledge each other for achieving our goals, and keep going.



Empowering Environment

We will create a safe space to ask questions, to listen and learn which will allow us to move forward as an organisation by creating an environment where we feel safe to speak and respected for doing so.

This strategy was developed collectively and needs to be delivered collectively. We all have a responsibility to create a truly inclusive culture and ensure that everyone who is working or studying at the University of Hull is included, supported and respected for who they are.

We are passionate about ensuring our staff and students have a voice.

We commit to providing the tools, space and time to allow our people and our communities to share their stories and lived experiences openly and safely and be listened to compassionately and respectfully. We pledge to champion our successes and learn from our mistakes.

The continuous education of our people is fundamental in creating the working environment we aspire to have, and in delivering positive social impact through our education, research and knowledge exchange in the way our students and communities expect.

We will review, update and enhance our training programmes, resources and tools as necessary so that they are relevant to the themes that are causing barriers, issues or concerns for our staff and students relating to social justice and inclusion.

Our volunteer Inclusion Champions will take the lead as culture makers. Our champions, trained in diversity, equality and inclusion, will support all touchpoints in our staff and student journey and will also be trained to provide critical mentoring, coaching and learning support to our people.



Bold Action

We will engage in a meaningful, continuous dialogue with each other and our communities, and do something about what we know and hear.

Being Bold	Our 2021-2024 Action	Our Checks
<p>We will better understand our staff</p>	<ul style="list-style-type: none"> ○ We will better understand our workforce representation through enhanced data collection, collation and analysis across the nine strands of Diversity. ○ We will promote the benefits of having a diverse workforce. ○ We will conduct an end to end employee life cycle journey to highlight any issues in relation to recruitment, retention and career progression and minimise any disproportionality where identified, implementing creative solutions to overcome barriers that are hindering workforce progression. 	<ul style="list-style-type: none"> ○ Workforce diversity profile, attraction, recruitment and career progression profile data dashboard ○ Increased workforce representation ○ Athena Swan Charter Accreditation ○ Indicators of success against our Race at Work Charter commitments
<p>We will ensure that strong transparency and scrutiny structures are in place</p>	<ul style="list-style-type: none"> ○ We will have an effective social justice and inclusion governance structure in place. ○ We will put in place strategies that enable formal and informal engagement with our staff networks to ensure that we better understand how we can continue to develop an inclusive organisational culture that promotes and embeds diversity and inclusion for our whole campus community. ○ We will improve the way we engage with staff who decide to leave the organisation and students who withdraw from studies to capture relevant organisation learning. 	<ul style="list-style-type: none"> ○ Quality feedback, Peer Reviews and SJ&I governance ○ Employment Tribunal Data ○ Student retention data ○ Exit survey response data

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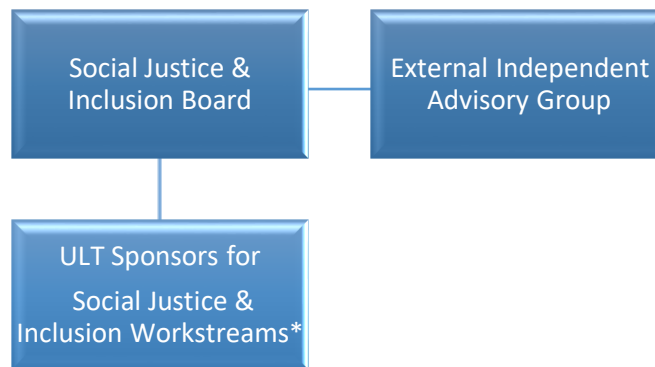
Being Bold	Our 2021-2024 Action	Our Checks
<p>We will better develop our staff</p>	<ul style="list-style-type: none"> ○ We will develop and educate our staff to better understand Diversity, Equality and Inclusion and the positive outcomes of creating an inclusive culture where people, regardless of background, feel comfortable. ○ We will better develop our leaders and managers to enable them to coach, support and mentor those from under-represented groups (colleagues and students as appropriate to roles), enabling all to flourish within the University of Hull. ○ We will have an inclusive Talent Management Strategy that will support development and readiness for both lateral and vertical progression, and assist our workforce to achieve their ambitions. ○ We will ensure that our workforce values and supports the wellbeing of each other, creating a safe, healthy and positive working and learning environment. ○ Our Teaching Excellence Academy will ensure that we are continuously improving teaching and learning with a conscious effort to include EDI in its programmes as a golden thread. 	<ul style="list-style-type: none"> ○ Staff Survey, Communication & Engagement Strategy, direct feedback from our workforce ○ Grievance data, ○ Leavers data ○ Promotions data ○ Programme Development Requirements ○ Student Feedback surveys ○ MEQs
<p>We will better understand our communities</p>	<ul style="list-style-type: none"> ○ We will better understand the makeup of our student communities both locally and internationally through better data collection, collation and analysis across seven strands of Diversity which incorporate and go beyond the nine characteristics protected by law. 	<ul style="list-style-type: none"> ○ Data Dashboard ○ Disability Confident Employer ○ Armed Forces Covenant ○ Care Leavers Covenant ○ University of Sanctuary ○ Humber LEP ○ Advance HE Networks and Charters ○ Business in the Community Networks and Charters ○ Stonewall network

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Being Bold	Our 2021-2024 Action	Our Checks
We will increase engagement and good relations	<ul style="list-style-type: none"> ○ We will have an effective and wide-ranging communication and engagement strategy that enables interaction with all communities and fosters strong relationships that build trust and confidence in the University of Hull. ○ We will engage with under-represented communities to promote inclusivity and tackle real or perceived barriers within the campus community. 	<ul style="list-style-type: none"> ○ Students Union, Trade Unions and Committee feedback ○ Digital Accessibility
We will have a zero tolerance approach to inappropriate behaviour	<ul style="list-style-type: none"> ○ We will have a culture of respect and awareness of appropriate behaviours and boundaries. ○ We will recognise and respond to the ‘everyone’s invited’ movement with a strong position on safeguarding which includes a proactive response to Sexual Violence and Sexual Harassment, Domestic Abuse and Online Abuse. ○ We will deliver a long-term educational strategy about healthy relationships and behaviour. 	Commitments and data monitoring relating to all characteristics within our workstream themes including but not limited to: <ul style="list-style-type: none"> ○ Sexual/Gender Based Violence ○ Racial discrimination and harassment ○ Homophobic, biphobic and transphobic harassment ○ Staff and Student Complaints
We will increase our understanding of the partnership landscape	<ul style="list-style-type: none"> ○ We will better understand our external landscape, identifying our partners and working closely with them to support local collection, collation and analysis of data and information that identifies disparity across our seven workstream strands. ○ We will understand the values, expectations and needs of the partners we work with. 	<ul style="list-style-type: none"> ○ Feedback from Partners ○ System wide Community Impact Assessment
We will tackle disparity together	<ul style="list-style-type: none"> ○ We will work with our partners to implement whole system strategies that explain, reduce and where possible eliminate disparity and increase social justice. 	<ul style="list-style-type: none"> ○ Multi-Agency data ○ University of Sanctuary/City of Sanctuary ○ White Ribbon City & University ○ Inclusive Teaching Framework ○ Inclusive Assessment outcomes and Awarding Gaps ○ Graduate Outcomes

Our Governance

Ensuring we have a clear governance structure in place is absolutely key to supporting positive organisational change, it is also important to ensuring we hold each other accountable for progress.



*Social Justice and Inclusion Workstreams are:

- Cultural Inclusion (Incorporating: Race, Religion & Belief protected characteristics)
- Disability Inclusion
- Gender Inclusion (Incorporating: Gender Identity in addition to the protected characteristics of Sex and Gender Reassignment)
- Relationship Inclusion (Incorporating: Consensual committed adult relationships in addition to the legally protected characteristics of Sexual Orientation and Marriage & Civil Partnership)
- Life Stage Inclusion (Incorporating: Parental, childcare and caring responsibilities in addition to the legally protected characteristics of Age and Pregnancy & Maternity)
- Socio Economic Inclusion (This characteristic is not currently protected in law)
- Social Responsibility (Civic Duty and Citizenship)