

Equality and Inclusion Strategy – The Vision for Leeds

<p>THE EQUALITY VISION</p>	<p>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.</p>
<p>THE EQUALITY MISSION</p>	<p>To be a beacon of excellence in the sector, promoting a culture of inclusion, respect and equality of opportunity for all.</p>
<p>VALUES & PRINCIPLES</p>	<p>In pursuit of this mission we will:</p> <ul style="list-style-type: none"> • 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
<p>PRIORITIES & OBJECTIVES</p>	<p>1. Develop a University-wide culture which promotes equality and inclusion</p> <p>1.1 Develop and implement a sustainable One University¹ approach to equality.</p> <p>1.2 Create an environment that is better for all through promoting personal responsibility for equality.</p> <hr/> <p>2. Integrate and embed equality into all aspects of University business</p> <p>2.1 Identify and address equality gaps in our governance structures and management processes.</p> <p>2.2 Incorporate equality into day-to-day business activity.</p> <hr/> <p>3. Attract, retain, support and develop an excellent workforce from across the world</p> <p>3.1 Build a diverse and representative sustainable community which reflects our values.</p> <p>3.2 Become a national and international sector leader in promoting good equality practice.</p> <hr/> <p>4. Ensure a world-class student experience through inclusion and academic excellence</p> <p>4.1 Provide fair and equal access² to recruitment, progression and attainment opportunities.</p> <p>4.2 Recognise the range of needs of our diverse student population and integrate these into the governance and practice of student education.</p>

¹ 'One University' is the provision of universal, fit-for-purpose University-wide processes and systems that create a better and joined up experience for our staff and students.

² Fairness and equality of access is central to 'The Partnership' agreement that has been developed with students and staff and describes the mutual expectations of us all as members of the University community.

