

EQUALITY, DIVERSITY AND INCLUSION PLAN 2021–2025

FREEDOM TO BE WHO YOU WANT TO BE

At Solent University we are proud of our commitment to equality, diversity and inclusion (EDI). However, we recognise that there is work to do to ensure it is embedded into all aspects of University life.

We want to create positive change that is valued by our diverse communities – including those that work, study or visit Solent – and have developed a clear statement of commitment on EDI, alongside a plan to create a more inclusive environment.

Our EDI Plan has been developed collaboratively with our staff and students and comprises five strands:

- A.** A clearly articulated commitment of our core value of inclusion
- B.** Ambitions expressed as targets
- C.** Accompanying actions
- D.** Financial commitment
- E.** Governance.

SOLENT'S STATEMENT OF COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

We take active steps to provide an inclusive environment for all students, staff and visitors, irrespective of identity characteristics, including those protected characteristics listed within the Equality Act 2010. We take a holistic approach which recognises that an understanding of the importance of intersectionality is key to ensuring equality, diversity, and inclusion.

We value diversity and recognise the importance of embracing a range of different ideas, histories, knowledge and culture, and the strength these bring to the quality of our work and the performance of our institution.

We challenge inequality. We recognise that patterns of inequality in society and higher education may be reflected within our University. However, we address differential outcomes for our students and staff through a range of strategies and lawful positive action.

We respect the rights of both individuals and groups to hold their own views and values, and encourage discussion and debate. However, we do not tolerate these being presented in a way that intimidates, degrades or is hostile to others.