

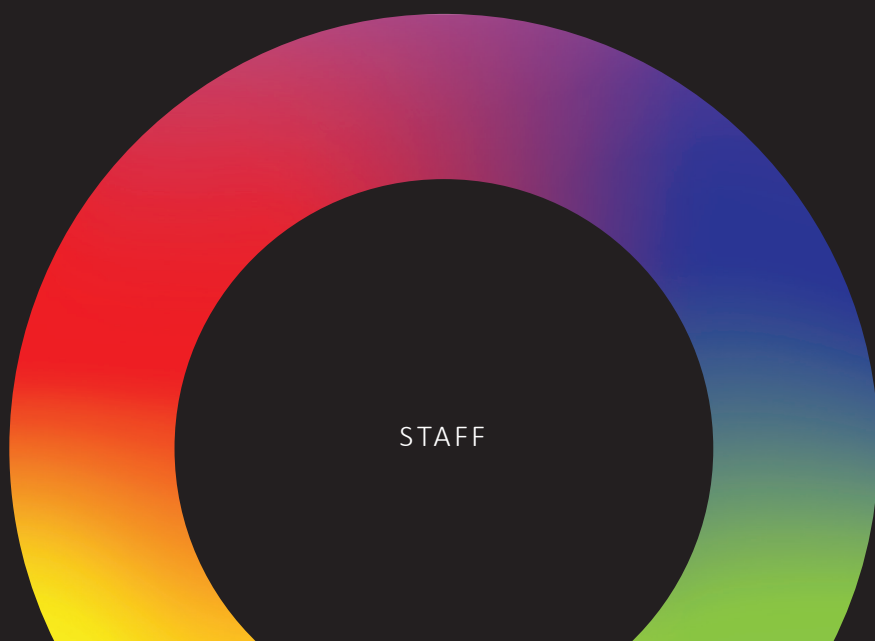
**SOLENT**  
UNIVERSITY

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SOUTHAMPTON

# 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 STATEMENT OF COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

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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.



I love working in higher education. I feel incredibly lucky to support the transformative difference that education makes for our students, our society, and our world. Being able to be our authentic selves at work means that we're at our best in supporting our students. As a gay man and a senior leader, it is important to lead by example. I was delighted to join Solent University in January 2022 as University Secretary and Registrar and a member of the Vice Chancellor's Group. Our values and commitment to being a university open to all are to be celebrated, and our EDI strategy reaffirms our commitment. ”

**Jim Irving, University Secretary and  
Registrar, Solent University**





# TO SUPPORT EQUALITY, DIVERSITY AND INCLUSIVITY IN STAFF, WE WILL:

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1. Reduce the gender pay gap to 8.5 per cent by 2025.
2. Reduce the B.A.M.E. pay gap to 3 per cent by 2025.
3. Reduce differentials in proportional representation in grades for academic staff (race, sex, disability).
4. Reduce differentials in proportional representation in grades for professional services staff (race, sex, disability).
5. Reduce differentials in proportional representation in grades for senior staff (race, sex, disability).
6. Reduce differentials in proportional representation in levels of AdvanceHE Fellowships which are internally assessed (race, sex, disability).
7. Ensure that analysis of survey feedback shows an increase in positive responses analysed by different characteristics.
8. Ensure that staff report greater confidence in harassment reporting systems.
9. Improve the inclusivity of our University environment by delivering agreed changes to policy and practice identified by staff and internal and external networks.



During my five years at Solent and one year as LGBTQ+ Staff Network Chair, I have always felt comfortable to be myself – openly and authentically. I believe Solent to be committed to being an inclusive, safe and diverse workplace, acknowledging that we are all valuable individuals. Solent does take real pride in this, and so they should. I hope when people come to Solent – staff or student – they know they can be out and proud, but with no expectation that they should be anything but who they are and what they're comfortable with. I am excited to see how the network can continue to grow and how Solent's EDI strategy develops to ensure Solent remains the championing workplace it already is. ”

**Kayleigh Quinn, Student Advice Team Leader, Solent University**



# ACTIONS

## TO ACHIEVE THESE OBJECTIVES, WE WILL:

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1. Implement a rolling programme of staff development to:
  - improve management capacity in relation to inclusive workforce development
  - promote the benefits of inclusive behaviour and the steps that need to be taken to reduce representation differentials in pay and grade
  - build better awareness and education around disability and supportive reasonable adjustments
  - build better awareness of barriers to LGBTQ+ staff and how to mitigate against these in policy and practice
  - improve awareness of harassment and sexual misconduct
  - improve the mechanism for addressing unacceptable behaviour
2. Continue to support and learn from thriving B.A.M.E. Women and LGBTQ+ networks.
3. Improve and extend our approach to flexible working through Ways of Working.
4. Recognise and reward inclusive curriculum design, practice and scholarship through recruitment and promotion processes.
5. Achieve Bronze status Race Equality Charter by 2022/23, with a stretch target to achieve a Silver Award by 2025/26 for staff and students.
6. Develop the strategy to ensure a successful 2027 REF Code of Practice and support for staff with circumstances.
7. Achieve Concordat for Early Career Researchers by 2025.
8. Incorporate consideration of equality, diversity and inclusion in the design of research projects that have a direct impact on people – for example, technologies to help disabled people.
9. Achieve Athena Swan Bronze status by 2023 and Silver status by 2025.
10. Introduce staff and student research collaborations to explore institutional EDI challenges.
11. Ensure, as part of the review cycle, that all staff-related policies use gender-neutral terms.
12. Conduct equality impact analysis on our specified staff policies for example, recruitment and promotion





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I am proud to be part of a diverse community of staff and students at Solent. This Equality, Diversity and Inclusion Plan demonstrates Solent's commitment to working towards fair and equitable outcomes for all. By recognising both things that the institution is doing well and things that need to be improved, the University is showing it is accountable for delivering positive change for all staff and students. I look forward to seeing how this plan is developed and implemented, and hope to see good practice shared and celebrated, and progress made.

I think it is important that the perspectives of everybody that is part of the Solent community be taken into account, and I hope that, with all of us working together, we are able to achieve positive and meaningful change for everyone. ”

**Sonia Sood, Achievement Analyst,  
Solent University**



# YOUR THOUGHTS MATTER

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If you would like to provide feedback on Solent's Equality, Diversity and Inclusion Plan 2021/25, please use the space below and return to People and Development. Alternatively, email your P&D adviser.

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EMAIL:

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COMMENT:

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Solent University  
East Park Terrace  
Southampton  
SO14 0YN

Email: [EDI@solent.ac.uk](mailto:EDI@solent.ac.uk)  
**[www.solent.ac.uk/EDI](http://www.solent.ac.uk/EDI)**