

University's Strategic Core Principles	EDI Plan Aims	Indicative actions	Timeline	Responsibility	Measure of Success (all progress will be reported in our Annual Equality Report)
Quality: striving for the highest quality in everything we do.	A. Ensure UoP is a great place to study and work where students and staff can bring their whole selves and achieve their personal best. To be known as a place where diversity is valued and where critique and challenge is used to promote the understanding of global diversity and social equality issues.	1. Continue to invest in focused development activity to support the development of staff who are under-represented at senior leadership levels in the organisation and the wider HE sector.	By 2025	Staff: HR Director/ Head of HR	<ul style="list-style-type: none"> % Female Professors in line with sector benchmark BAME senior manager target as appropriate in Race Equality Charter action plan Non-academic female manager target set as appropriate in Athena Swan action plan
		2. Delivery of the Access & Participation Plan (APP) to underpin the opportunities and success for a diverse student population.	By 2025	Students: DVC E&SE	<ul style="list-style-type: none"> 100% of relevant APP objectives (5,6 & 11) met.
One Team: working, planning for and delivering a shared vision, underpinned by a strong sense of collegiality.	B. Embed ownership of equality, diversity and inclusion (EDI) throughout our staff and student population, promoting a shared commitment to EDI.	3. Review the UoP Equality Assessment Policy to make it more user friendly and compliance monitored for all critical change initiatives.	By 2022	Staff: HR Director/ Head of HR	<ul style="list-style-type: none"> Equality Assessment Policy endorsed by UEG.
		4. Work with the Chairs of the staff networks to promote the benefits and successes of the networks in a bid to drive up membership.	By 2024	Staff: HR Director/ Head of HR	<ul style="list-style-type: none"> Membership increased by 10%.
		5. Review and improve our approach towards recognising the contribution of staff and students to EDI initiatives.	By 2025	Staff: HR Director/ Head of HR Students: Academic Registrar/Head of Student Services	<ul style="list-style-type: none"> Recognition of contribution to EDI activities included in core policies as determined by the review e.g. PDR and VC award
		6. Sustain student input into collaboration of EDI initiatives by ensuring the student voice is represented.	By 2025	Students: Academic Registrar/Head of Student Services	<ul style="list-style-type: none"> Review of student representation carried out and student representatives in place as determined by the review.
Reputation: building our institutional reputation through confidence in our pioneering contributions, excellence in education and research, socio-economic impact, and thought leadership.	C. Build our institutional reputation to ensure we remain competitive in the global market for student and staff recruitment.	7. University wide commitment to relevant Charter Marks and awards.	By 2025	Staff: ED (FoH) as UEDIC chair	<ul style="list-style-type: none"> 100% of relevant objectives contained within each award's detailed plan met Athena Swan Silver status achieved Race Equality Charter Bronze status achieved Targets for any other relevant awards to be met
		8. Consideration of applying for Disability Confident Scheme.	By 2024	Staff: HR Director/Head of HR	<ul style="list-style-type: none"> Proposal endorsed by UEG.
		9. Delivery of the Access & Participation Plan (APP) to underpin the opportunities and success for a diverse student population.	By 2025	Students: DVC E&SE	<ul style="list-style-type: none"> 100% of relevant APP objectives (5,6 & 11) met.
		10. Review our first year Sanctuary Scholarship scheme and ensure fit for purpose.	By 2023	Students: Director of External Relations	<ul style="list-style-type: none"> Review complete by 2023 and recommendations for improvements to UEDIC.
Sustainability: sustainability in our finances, reputation, services, partnerships, environmental performance and global contribution.	D. Sustain our institutional reputation by ensuring compliance with our legal duties and statutory reporting.	11. Delivery of the Annual Equality and Gender Pay Gap reports and the biennial Equal Pay report.	Annual / Biennial	Staff: HR Director/ Head of HR	<ul style="list-style-type: none"> 100% of relevant reports submitted on time, where relevant with associated action plans to drive continuous improvement.
		12. Align the work of EDI in support of the Sustainable Development Goals UN Accord to which the University has signed up	Annual	Staff: HR Director/ Head of HR	<ul style="list-style-type: none"> Relevant EDI actions included in the University's Sustainability report
		13. Continue to ensure compliance with OfS/DFE requirements for students.	By 2025	Students: Academic Registrar/Head of Student Services	<ul style="list-style-type: none"> 100% compliance legal reporting and statutory duties.