



This annual Equality, Diversity and Inclusion (EDI) report celebrates achievements and progress made in relation to BU's progress towards embedding equality, diversity and inclusion and covers the calendar year 2023.

Inclusivity is a core value that underpins the BU2025 strategic plan, and our vision is that this is a community and culture built on respect, compassion and curiosity where our staff and students feel they belong and can thrive. Delivering on the promise of our value of inclusivity is one of the ways that we will enrich society.

Talent comes from all corners of society, and we understand the value that diversity of people, perspective and experience bring to our ability to deliver creative, innovative and high-quality research, teaching and services.

We are proud of our increasingly diverse and inclusive community and the progress we have made this year, including our first Race Equality Charter bronze award; successful reverse mentoring pilot; largest EDI



This report provides an overview of the work undertaken during 2023 to promote equality, diversity and inclusion (EDI) across BU. Our EDI Annual Report plays an important role by helping us to continuously measure and share our progress going forward.

This report also outlines how BU is meeting the requirements of the Equality Act 2010 and Public Sector Equality Duties. In accordance with our obligations under these we are required to:

- Have due regard to the need to:

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1.1 The EDI Committee (EDIC) is focussed on ensuring that the strategic vision for EDI is achieved and that we are fulfilling our legal responsibilities. In 2023, the terms of reference and membership were updated to increase membership, representation and effectiveness.

1.2 Three new EDIC sub-committees have been established to focus attention and drive further progress:

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2.31 In 2023, we commissioned and delivered a bespoke leadership development programme for Heads of Departments and Deputy Heads of Department through AdvanceHE. EDI was weaved throughout the training and cultivating inclusive leadership skills was central to the programme.

2.32 Participants were provided with a specialist HE 360-degree leadership questionnaire and one to one coaching to deepen personal insight and drive behavioural change, recognising that each participant was on a different individual leadership development journey. Initial feedback was positive

3.5 In 2024 we will: enhance the mandatory recruitment training, 'Managing Recruitment and Selection', to further embed bias awareness and behavioural change with practical tips; update our external careers site to increase attraction of diverse candidates; and ensure EDI is consciously considered in the build of the new e-recruit system.

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3.7 In 2022/23, all promotion panel members were invited to an 'Equality Considerations' workshop to raise awareness of potential biases and how to mitigate them, understand how to deliver effective feedback and ensure the successful implementation of equality considerations and reasonable adjustments.

4.2 To achieve better equity of opportunity we also deliver specific initiatives to support women navigate and manage their careers. This is not about 'fixing' women, as programmes like this can sometimes be criticised. These initiatives are delivered in parallel to our work in advancing inclusion through systemic change and challenging institutional assumptions and bias.

4.3 In 2024 we will explore expanding our diversity talent provision beyond gender.

4.4 Aurora : 8 Women on the Leadership Panel 6 Women

4.5 Led by a team of leadership experts, participants explore four key areas associated with leadership success: Identity, Impact & Voice, Core Leadership, Politics & Influence and Adaptive Leadership Skills.

4.6 Aurora seeks to support women and their institutions to fulfil their leadership potential through



- Established in 2022, the BU Menopause Peer Network has grown to over 80 members in 12 months. Joanne Coleclough,

12/11/17

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5.1 Three quotes from the Faith and Reflection (F&R) survey. Two images on the right presented in a collage style. The top image is a screenshot from BU Instagram showing three faith advisors in the F&R centre smiling. On the image below four people are sat in the F&R centre talking.

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5.1 At BU, we are committed to providing a positive working environment for all and uphold a zero-tolerance policy for

- 5.9 The policy now includes a clearer 'zero-tolerance' commitment. Any instances of bullying, harassment, or sexual misconduct will be investigated and where necessary, disciplinary

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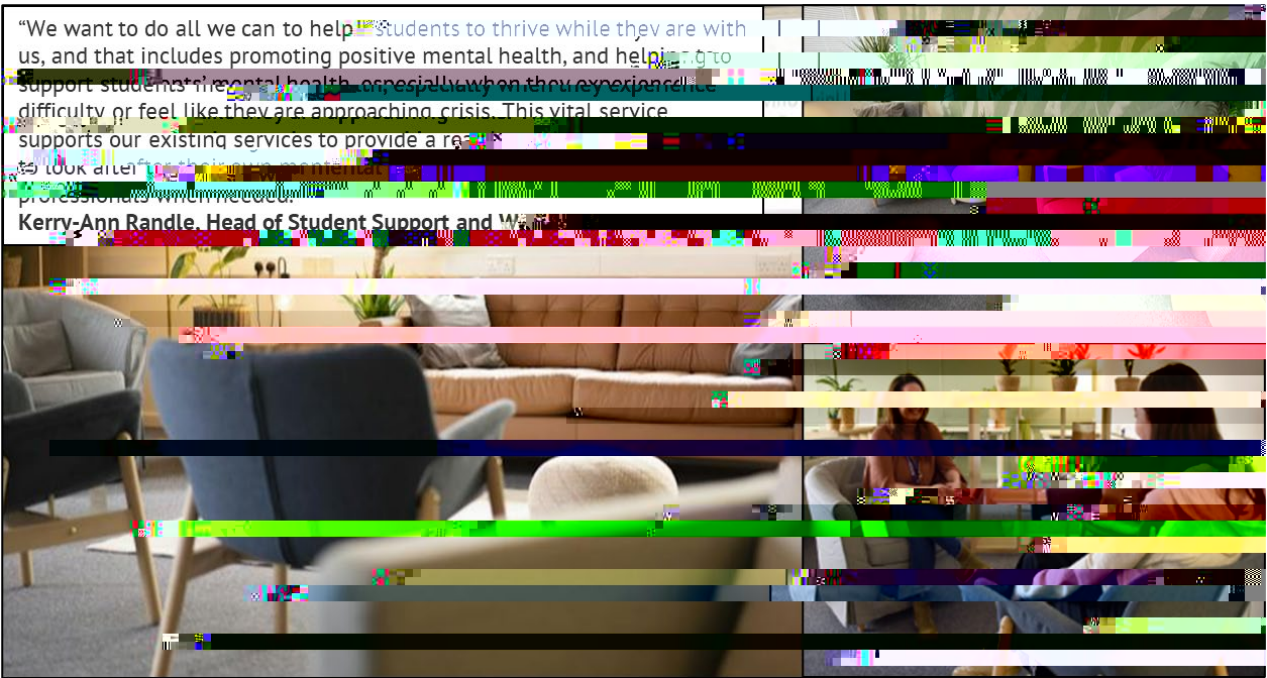
7.1 Ensuring an inclusive experience for all students is a key goal at BU. We want all students to feel that they belong on an equal basis and are empowered to succeed.

7.2 Working in partnership with students, we are taking several actions to deliver an inclusive integrated student learning experience.

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7.4 Through the delivery of our [Access Participation Plan \(2020/21- 2024/25\)](#) s8]TJ0 Tc 02.2 2s m1.4 (/)-5 0

7.14 Alongside communications to promote the toolkit, workshops were delivered to embed the learning and further equip staff with practical tools and examples of good practice.



6 .3: Images from the University Retreat.



1: [Gender Pay Gap Reporting 2022](#)

2: [Equal Pay Review 2022](#)

[Access Participation Plan \(2020/21- 2024/25\)](#)

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