Inclusion and Diversity Objectives

Age

1. **To build understanding of generational differences and to identify areas for development in order to attract and retain an age-diverse workforce.** Actions could include:

   - Analysing the results of the School Survey and future surveys from an age perspective (in addition to ethnicity and gender) to see whether there are any insights emerging that can be used as future objectives
   - Ensuring professional development opportunities are made available to all age groups
   - Continuing to develop flexible working policies as a means of attracting and retaining employees from different generations
   - Consider formalising and reinstating the staff mentoring scheme, taking account, where possible, of opportunities for different generations to mentor each other

Disability

2. **To build an understanding of disability within the School and to identify areas for development.** Actions could include:

   - Joining such initiatives as Disabled Go to raise awareness of access issues at the School
   - Implementing systems to effectively monitor applications from disabled candidates
   - Regularly reviewing the profile of the School in terms of disability to better understand why the proportion of disabled students and faculty is low

Race

3. **To develop a more ethnically diverse workforce and student body and encourage further participation of ethnic minorities throughout the School community.** Actions could include:

   - Implementing systems to effectively monitor recruitment applications from ethnic minority candidates
   - Regularly reviewing the ethnic profile of faculty, staff and students
   - Raising the profile of ethnic minority groups within the School to encourage more applications from ethnic minority candidates
Encouraging departments and subject areas to review recruitment practices where the number of suitable applicants from certain ethnic minority groups is lower than might be expected

Sex

4. To increase the number of suitable applications from female candidates, with the aim of increasing the proportion of female faculty and students on all programmes. Actions could include:

- Implementing systems to effectively monitor applications from female candidates
- Regularly reviewing the gender profile for faculty and students
- Raising the profile of women at the School to encourage more applications from female candidates
- Encouraging programmes and Subject Areas to review recruitment practices where the number of suitable female applicants is lower than might be expected
- Increasing the number of applications from women for faculty positions and in the degree programme pipeline

Sexual Orientation and Gender Reassignment

5. To promote throughout the School community an ethos where all are welcome. To encourage applications from students, staff and faculty within the Lesbian, Gay, Bisexual, Trans, Queer, Questioning and Other (LGBTQ+) community. Actions could include:

- Positively supporting the work of clubs and networks such as Out in Business.
- Reaffirming our commitment to equality through the promotion of LGBTQ+ events such as the Eurout Conference.
- Reaching out to applicants, students, staff, faculty and alumni to ensure that they are aware of the LGBTQ+ network at the School and the School’s positive support.

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