

www.hull.ac.uk/equality

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**Equality, Diversity &
Inclusion (EDI)**

The University of Hull is committed to promoting equality of opportunity for all, giving every individual the chance to achieve their full potential.

We work with staff and students to create a positive and supportive campus where diversity is celebrated and inequality and discriminatory behaviour is challenged by all.

Our aim is to advance equality; recognise, embrace and value diversity and create an environment of dignity and respect for all.

For more information on Equality, Diversity & Inclusion please visit our web page: www.hull.ac.uk/equality

Athena SWAN

The University of Hull is committed to the embedding of Athena SWAN principles across campus. As an Athena SWAN award winner the University promotes gender equality and female advancement through a number of schemes, initiatives, programmes and structures across the University. The Athena SWAN programme for women's advancement is championed at school, faculty and institutional level.

Stonewall



The University has been a Stonewall diversity champion since November 2016 and we see this as a huge achievement. Our partnership with Stonewall will provide the campus with the additional support and expertise to enable LGBT students and staff to reach their potential. Stonewall believe that 'everyone performs better when they can be themselves' and with Stonewalls support we will strive together to do just that.

Mindful Employer

The University of Hull has signed the Mindful Employer Charter to show we are committed to the mental wellbeing of our staff. As a Mindful Employer we are nonjudgemental and provide proactive support to staff who experience mental health issues. As a Mindful Employer we are also committed to increasing awareness and understanding of mental health issues across campus.



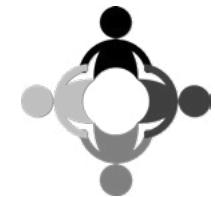
Dignity And Respect Advisors (DARA) Offer impartial support to anyone on campus

Don't let an issue become a worry

- Are you experiencing harassment or bullying on campus?
- Do you feel disadvantaged?
- Are you a member of staff or a visitor to the University?

Harassment, discrimination and bullying are unacceptable. Contact our Dignity And Respect Advisors (DARA).

More information about the DARA and who to contact can be found at: www.hull.ac.uk/dignityandrespect



Disability Confident



The University is committed to ensuring all students and staff enjoy their experience on campus. That is why we have signed up to the Government scheme of Disability Confident. This is a national scheme run by the Department of Work and Pensions on behalf of the Government to help organisations employ and retain people with disabilities and those with long term health conditions.

The University is committed to:

- Ensuring our recruitment process is inclusive and accessible
- Encouraging applications from people with disabilities
- Offering interviews to people with disabilities who meet the minimum criteria
- Anticipating and providing reasonable adjustments as required
- Supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- Offering people with disabilities work experience, apprenticeships and paid internships

AccessAble

The University is also supported by AccessAble which helps us understand the needs and requirements of students and staff on campus with disabilities. Please use the website www.accessable.co.uk to find detailed access information to University of Hull venues undertaken by an independent company who have surveyed the University of Hull campus.



The Race Equality Charter



The University of Hull is committed to race equality and has taken the positive step in joining the Race Equality Charter scheme which is run by the Equality Challenge Unit. The Charter helps the University deliver a campus that continuously aims to improve representation, progression and success of minority ethnic students and staff within higher education.

The Race Equality Charter provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic students and staff. Member institutions develop initiatives and solutions for action, and can apply for a Bronze or Silver REC award, depending on their level of progress.