



UNIVERSITY
OF HULL

A workplace that celebrates inclusion and values difference

Welcome to the University of Hull

At the University of Hull, we are committed to promoting equality of opportunity for all and giving every individual the chance to achieve their full potential. We have a dedicated Equality, Diversity and Inclusion (EDI) team, which is made up of an EDI Lead, an EDI Advisor & Project Coordinator and an EDI Coordinator. The team is responsible for the development, implementation and evaluation of our Social Justice and Inclusion strategy together with monitoring EDI policies across the institution.

The EDI team works closely with the Social Justice and Inclusion Sponsors, chairs, staff and students to create a positive and supportive campus where everyone has an equal opportunity to thrive.

It is important to us that we have an environment where diversity is celebrated and inequality and discriminatory behaviour is challenged by all. Our aim is to advance equality by recognising, embracing, and valuing our rich diversity, whilst creating a safe environment of dignity and respect for all.

Our workforce and student body are more diverse than ever before, but a truly inclusive study and work environment is key, as it helps us to be more representative of our communities, leading to innovation, better staff and student recruitment and retention, and helps us on our journey towards greater understanding. Part of that journey is to better understand who makes up our community.



Fair Recruitment



We are committed to:

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



Disability confident

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



Athena Swan

We continue to embed the Athena SWAN principles across campus. As an Athena SWAN award winner, we actively promote 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

We have been a Stonewall diversity champion since November 2016 and we see this as a huge achievement. Our partnership with Stonewall provides our staff and students with the additional support and expertise to enable LGBT students and staff to reach their potential.

Stonewall believes that 'everyone performs better when they can be themselves' and with Stonewalls support we will work together to do just that.



In everything we do, we will be inclusive, empowering and progressive



Race at Work Charter

We are committed to race equality and have taken the positive step in signing the Race at Work charter.

The charter helps us to stay focussed on continuously improving representation, progression and success of minority ethnic students and staff.

The charter sets out seven key actions to amplify our commitment to improving quality of opportunity in the workplace. It encourages us to self-reflect on institutional and cultural barriers standing in the way of minority ethnic students and staff.



AccessAble

We are 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 survey the University of Hull campus annually.



Supporting career transition for our armed forces

We were proud to sign the Armed Forces Covenant in 2017.

We deliver and champion this commitment through the social responsibility strand of our Social Justice and Inclusion Board. This is an important commitment as part of our civic engagement and citizenship activities.

It is our pledge that together, we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve.



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