

INCLUSIVE SUSSEX

EQUALITY, DIVERSITY AND INCLUSION STRATEGY

2018-2025



Contents

Equality, diversity and inclusion is everyone’s business	1
Our vision for Inclusive Sussex	2
Our four goals	3
Goal 1: Equal Sussex	4
Goal 2: Diverse Sussex	5
Goal 3: Accessible Sussex	6
Goal 4: Flexible Sussex	7

Our four goals

To deliver an Inclusive Sussex we will:

1. **EQUAL SUSSEX**

Reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.

2. **DIVERSE SUSSEX**

Goal 1: Equal Sussex

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.

Equal Sussex means that we will work to remove barriers to inclusion, tackle abuse of institutional power relations

Goal 2: Diverse Sussex

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.

Diverse Sussex means that the University will celebrate diversity and actively foster a culture of good relations between all members of our campus – including but not restricted to identity, nationality, faith and political groups. The University is firmly committed to creating and sustaining a positive environment promoting diversity and inclusion. We will work with the findings of the Changing University Cultures (CHUCL) project to promote an institutional culture and individual behaviours characterised by inclusion, kindness, integrity, courage and collaboration.

The University has clear expectations of how all members of its community treat – and are treated by – others. We will not tolerate bullying, harassment and violence, including sexual violence and hate crime. Incidents of these will be dealt with swiftly and decisively and we will provide support for those affected. We are reviewing our policies on bullying and harassment and will publish a new Dignity and Respect Policy which will link to our policy on violence and our new processes and procedures for supporting those who experience sexual violence.

We are proud of our diverse Sussex community, but we realise that we are not yet as diverse as we could be. We will continue to encourage and celebrate diversity within the University, and to promote the benefits of diversity across our local, national and global communities. We will seek to foster good relations across communities, both within the University and outside it - including with our local community. We will actively promote awareness and understanding of a wide range of groups, giving a voice to them to share their perspectives.

Goal 4: Flexible Sussex

To become an organisation that is flexible by default to ensure we are inclusive in everything we do.

Flexible Sussex means that we will take a proactive approach to flexible working, encouraging and supporting individuals who want greater flexibility, making things easy to arrange and change. We will promote a culture where we say 'yes' to flexible working, unless there is a good reason to say 'no', and all new positions will be advertised as suitable for flexible working, unless there is a clear business reason for not doing so. Sussex is powered by its people and they are our strength in delivering Sussex 2025. Embracing an agile and flexible approach to work will enable us to attract, retain, support and develop an excellent and diverse workforce.

Flexible Sussex will be central to our plans to reduce inequality and improve accessibility. We seek to improve the representation of women and support carers working at Sussex by improving retention and progression for staff working flexibly. Feedback from staff in 2017 highlighted the need to improve our current approaches to flexible working. We believe that enabling better flexible working within the University will be a key to reducing our gender pay gap. Flexible working is also one of the most effective forms of reasonable adjustment available to support staff with a disability. This will enable us to increase accessibility to opportunity and progression throughout the University.

Flexible Sussex is also about enabling flexible and agile ways of working to improve our services and sustainability. Flexibility in how services are delivered will enable us to reflect a diverse range of needs. During 2017 we undertook fundamental reviews of how we work through the Review of Services Supporting the Student Experience and the Changing University Cultures Project (CHUCL). These, along with the Student and Academic Administration Transformation (SAAT) programme, present a huge opportunity for us to transform how we work to improve the experience for students and staff. We will ensure that flexible, equal, accessible and inclusive policies and procedures shape these changes.

Through the transformative power of education, research and engagement,
and Inclusive Sussex, we work for a better university for a better world

Signed off by Council, June 2018

