

# Belonging at Bath

Our Equality, Diversity and  
Inclusion Statement (2023-2025)



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# Welcome

It is my great pleasure to introduce the University of Bath's Statement of Equality Objectives. This important publication represents our commitment to creating a truly inclusive and diverse campus where all members of our community can thrive.

At the University of Bath, we recognise that diversity is our strength. Our differences in background, culture, and perspective enrich our learning environment and help us to tackle some of the most pressing challenges facing our society. We are proud to be a community that values and celebrates diversity in all its forms.

However, we also acknowledge that we have work to do to ensure all members of our community feel valued and supported. Our objectives outline the initiatives we have undertaken to promote equality, diversity, and inclusion across the University.

We know that there is always more work to be done, and we are committed to listening to the voices of our students and staff, and to continually evolving our approach to ensure that we are meeting the needs of all members of our community.

I would like to extend my sincere thanks to all those who work tirelessly to promote community and inclusion across our University. Your efforts are truly making a difference, and we are proud to be a part of such a vibrant and inclusive community.

Yours sincerely,

**Professor Ian White**  
Vice-Chancellor and President  
University of Bath



# Fostering a rich and diverse culture of inclusivity



Since receiving our Royal Charter in 1966, we have grown not only in size and reputation but have also enhanced our global connectivity. We are proud to welcome staff and students from across the world and have over 120,000 alumni located in 173 countries. We are also engaged in valuable local, regional and national partnerships.

We are highly ranked in all major national university league tables and were named [The Times and The Sunday Times 'University of the Year 2023'](#). We have

an excellent track record for student experience and employability, and our world-leading research is helping to change the world for the better.

We recognise that every individual at Bath has their own unique needs and capabilities. We value, promote and celebrate inclusion, challenge discrimination, and put belonging at the heart of everything we do. We seek to identify and address structural and cultural barriers that prevent people from achieving their full potential. And we strive to connect students and colleagues in an inclusive, welcoming and high performing learning community, where everyone is free to be themselves. We support a wide range of staff and student networks and we continue to evolve and encourage new diversity groups. We believe everyone deserves a place they feel at home in, where they can feel seen and be heard.

In September 2021, we became the proud recipients of an Athena Swan Institutional Silver Award in recognition of our commitment to promoting gender equality among students and staff. We also launched our anti-harassment programme, [Be the Change](#), which seeks to empower students to recognise and act on all forms of harassment and discrimination.

It is our responsibility under the Equality Act 2010 to promote equality and set ourselves objectives in order to fulfil the aims of the [Public Sector Equality Duty](#). Our Equality, Diversity and Inclusion (EDI) statement

outlines our intentions for 2023 to 2025. It builds on our previous initiatives and sets out a roadmap for the future, built in consultation with our staff and students.

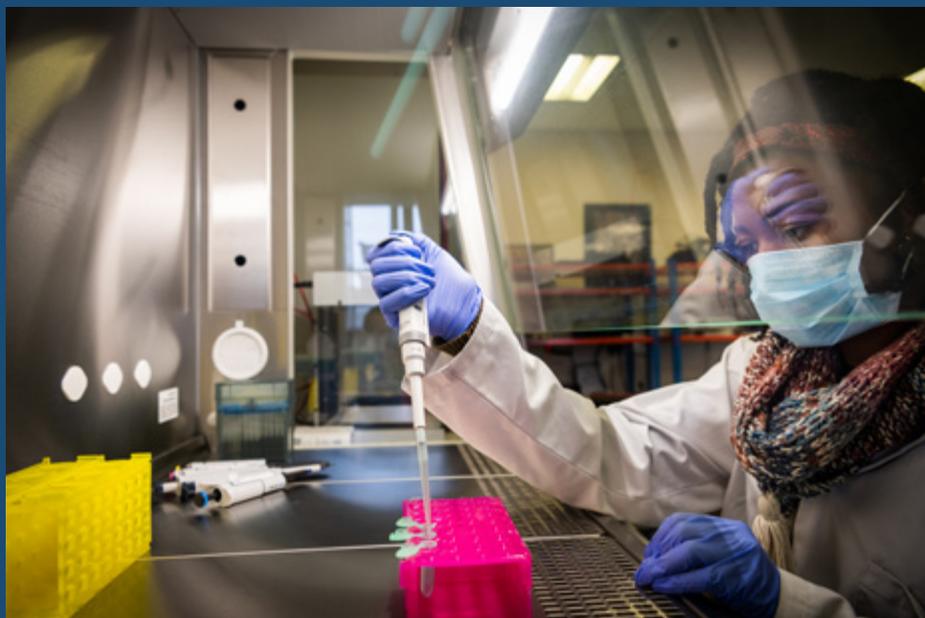
Our objectives represent a significant milestone in our ongoing commitment to creating a more diverse, inclusive, and equitable University community. We see this not simply as an ethical imperative, but as essential in achieving excellence in research, learning and impact. Our objectives are designed to ensure that our University is a place where everyone can thrive, and where diversity and inclusivity are central to our values, policies and practices.

We look forward to working with stakeholders across the University to bring our objectives to life. We are committed to our goal of becoming an inclusive and diverse community. We shall continue to listen, act and evolve, and be the change we wish to see in the world around us.

**Professor Rajani Naidoo**  
Vice President (Community & Inclusion)

# Equality, Diversity and Inclusion at Bath

Our EDI vision supports our [University strategy](#) in building a fair and inclusive environment where everyone is supported to be themselves and reach their full potential. Our approach to Equality, Diversity and Inclusion is deeply embedded in our strategic pillar 'Fostering an Inclusive and Outstanding Community' but is also key to our success across all four pillars of our Strategy. As an institution we strive for excellence in research, teaching, our student experience and the impact we have on the world around us.



At Bath, our staff and students are connected in an inclusive, collegial and ambitious learning community. Our institutional values are at the heart of our strategy for advancement, growth and impact, and defining our characteristics as a community. **Our values are:**

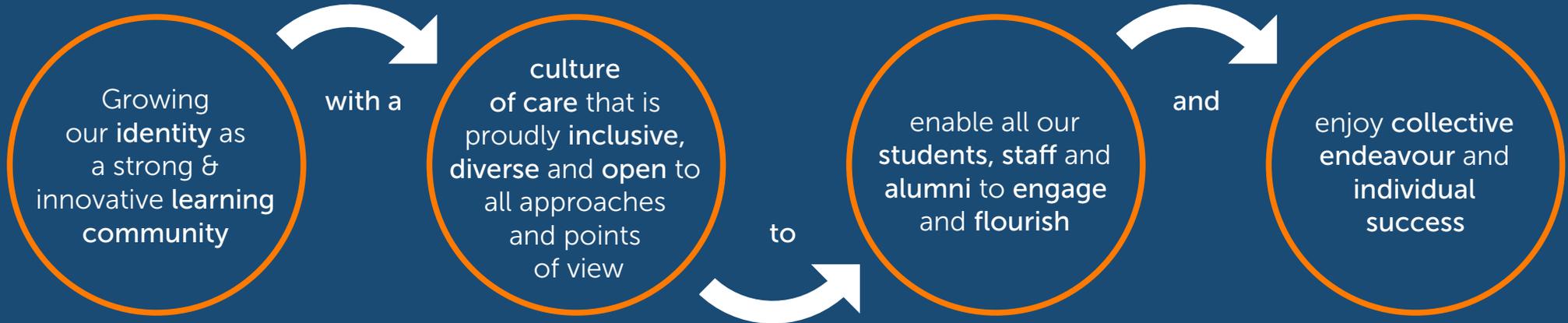


# Our University Strategy





# Fostering an outstanding & inclusive community



Attract the best staff and students to Bath, irrespective of background, through our growing reputation for education, research, enterprise excellence & student experience.

Encourage them to **Belong at Bath** by collectively fostering a community that supports them as people and empowers them as professionals.

Working in partnership with The SU to understand insights from our student community.

Live our culture of care with activities such as our **Be Well, Be The Change** and **Cost of Living** initiatives.

Advance the quality and relevance of our **pastoral support** activities, including Wellbeing, Therapeutic and Mental Health Services to enable all to thrive.

Progress our **Statement of Equality Objectives** with tangible intersectional initiatives to embrace and empower difference.

Celebrate a **wide spectrum of approaches and views** to fuel curiosity, openness, non-bias and support success

**Listen and respond** to our community through student feedback and the **Work & Wellbeing** staff surveys.

Continue to work with the **SU** to co-develop our **Student Experience**, ensuring support for living, learning, welfare, inclusion, networking, extracurricular skills, employability and belonging at Bath.

**Revitalise our Alumni engagement**, enhancing their role and promoting access to our research and enterprise portfolio, as well as opportunities for lifelong learning.

**Empower individual staff success** through strong support, training, mentoring, wellbeing & recognition.

Promote and celebrate individual and collective success.

Learn from and iterate our **hybrid working** framework.

Offer **volunteering, social and sporting opportunities** to students.



**Our University  
Our Future:  
Connected**

## Measuring success:

- Delivering positive student experience
- Driving positive staff engagement
- Supporting a diverse community

# Our vision for Equality, Diversity and Inclusion

Our vision for EDI is to continue to embed equality, diversity, and inclusion in all we do to enable us to thrive individually and collectively, and to contribute to an increasingly diverse and interconnected world. Our commitment to creating an inclusive community is interwoven through everything we stand for and all we set out to achieve.



Drawing on our institutional values, we have developed a set of EDI aims which are to:

- Enhance the success of the University through EDI engagement.
  - Be a safe and inclusive environment where all members of our community are welcomed, valued, and treated with dignity and respect.
  - Promote the contribution that a diverse community makes by bringing together different ideas, perspectives and lived experiences to facilitate creativity, innovation and mutual understanding.
  - Reduce structural and cultural barriers for everyone, particularly under-represented groups, while acknowledging the intersection of disadvantage, focusing on each person as an individual. We aim to ensure all members of our community are supported to grow, to engage fully and to achieve their true potential.
  - Respect the rights of individuals to hold different views and beliefs, while ensuring these differences are not manifested in a way that is hostile or degrading to other members of our community.
  - Embed EDI in all that we do by distributing EDI responsibility throughout our institution, and acknowledging, welcoming and celebrating EDI work.
- Learn from our own institutional data and the lived experiences of members of our community, while applying insights from research and good practice emerging across the national and global higher education sector.
  - Ensure EDI interventions are as efficiently enacted as possible.

Our EDI vision and aims contribute to the fulfilment of our obligations under the [Equality Act 2010](#). These commitments are made with specific reference to protected characteristics and the three specific obligations we must meet as part of our [Public Sector Equality Duty](#):

1. To publish information to demonstrate compliance with the equality duty.
2. To set and publish one or more specific and measurable equality objective, at least every four years.
3. To publish information and equality objectives in a manner that is accessible to the public.

# The University of Bath Statement of Equality Objectives 2023 – 2025

To help us achieve our EDI vision and aims, we have identified five key Statement of Equality Objectives. These objectives reflect our strategic priorities in relation to recruitment, progression and equality of opportunity for both staff and students, involving stakeholders across the University. Our objectives will help us remain vigilant – to value, promote and celebrate inclusion, challenge discrimination, and keep belonging at the heart of everything we do.



-  **Nurture** high aspirations and ensure all students are supported to achieve their true potential by identifying and overcoming barriers, particularly for under-represented groups.
-  **Engage** proactively in fostering an environment where everyone is treated with dignity and respect, and combat discrimination.
-  **Seek** to make our environment accessible, leading to a more inclusive environment where all members of our community can thrive.
-  **Foster** a culture of inclusion by building institutional confidence through our contributions to charters and awards.
-  **Ensure** all staff feel welcomed and supported by identifying barriers and putting remedial actions in place.

# How we will deliver on our objectives

Nurture high aspirations and ensure all students are supported to achieve their true potential by identifying and overcoming barriers, particularly for under-represented groups.



ACTION	APPROACH	PROGRESS INDICATOR	OWNERSHIP	STARTING DATE
<p>To achieve 100% of the relevant Access and Participation Plan (APP) objectives.</p>	<p>We'll continue targeted outreach activities.</p> <p>We'll offer supportive admissions processes and financial aid to enhance the access of Undergraduate (UG) students from underrepresented groups – through our APP targets and beyond.</p>	<p>An increase in the proportion of students from underrepresented backgrounds entering the University. And as a result, gaps in access for underrepresented groups will close (as set out in the APP).</p> <p>Targets and annual milestones are met.</p>	<p>Pro-Vice-Chancellor (Education), Head of Widening Participation</p>	<p>September 2023</p>
	<p>We'll continue to monitor the proportion of entrants who are UK domiciled BAME and those with a declared disability or long-term health condition.</p>	<p>Year-on-year entries from students in these groups is maintained.</p>	<p>Pro-Vice-Chancellor (Education), Head of Widening Participation</p>	<p>September 2023</p>
	<p>We'll continue to work towards closing degree awarding gaps.</p>	<p>A reduction in degree awarding gaps for identified underrepresented groups.</p> <p>Targets and annual milestones are met for students from BAME backgrounds and students with a disability.</p>	<p>Pro-Vice-Chancellor (Education), Head of Widening Participation, Deputy Director Student Support &amp; Safeguarding (Student Retention &amp; Development)</p>	<p>September 2023</p>

Engage proactively in fostering an environment where everyone is treated with dignity and respect, and combat discrimination.



ACTION	APPROACH	PROGRESS INDICATOR	OWNERSHIP	STARTING DATE
<p>#BeTheChange training modules to be made available for students and staff to access.</p>	<p>We'll embed a wider understanding that support can be accessed without reporting.</p> <p>Signpost formal and informal support channels clearly.</p>	<p>25% of all students to be aware of the Support and Report tool and the #BeTheChange project by the end of 2022/23 (increasing to 50% by end of 2023/24).</p> <p>50% of student-facing staff to have completed the staff training module by July 2023.</p>	<p>Vice President (Community &amp; Inclusion), Pro-Vice-Chancellor (Student Experience), Head Student Policy and Safe-Guarding, Deputy Director (Culture &amp; Inclusion), Deputy Director (HR Services), Policy and Projects Manager</p>	<p>Students September 2022</p> <p>Staff January 2023</p>
	<p>We'll ensure appropriate anonymous reporting systems and communications are in place for support and report.</p>	<p>A Task and Finish group established to complete this work, reporting to RESPECT subgroup of Student Experience Advisory Board.</p>	<p>Vice President (Community &amp; Inclusion), Pro-Vice-Chancellor (Student Experience), Head Student Policy and Safe-Guarding, Deputy Director (Culture &amp; Inclusion), Deputy Director (HR Services), Policy and Projects Manager</p>	<p>February 2024</p>
<p>Introduce person-centred, values-based informal employee relations practices to enhance positive behaviour when dealing with complaints, concerns and conflict.</p>	<p>We'll work with an external provider to shape our resolution framework for both staff and students, focusing on restorative principles to resolve complaints, concerns and conflicts using early intervention methods.</p> <p>We'll reflect on our processes to focus on changing behaviour with early intervention in order to resolve potential conflict.</p>	<p>A resolution framework is put into practice and embedded into business-as-usual operations.</p>	<p>Deputy Director (Culture &amp; Inclusion), Deputy Director (HR Services), Head Student Policy and Safeguarding, Dignity and Respect Liaison Officer</p>	<p>July 2023</p>

Seek to make environments accessible, leading to an inclusive environment where all members of our community can thrive.



ACTION	APPROACH	PROGRESS INDICATOR	OWNERSHIP	STARTING DATE
<p>Identify areas for improvement across the University Estate to address key issues and gaps in provision which limit accessibility for the University community.</p>	<p>Ensure equality analysis and access considerations are made in the planning stages of new buildings, changes to existing buildings and capital works projects.</p>	<p>Updated guidance created within Campus Infrastructure and approved by Estates Strategy and Buildings Board.</p> <p>Culture &amp; Inclusion (C&amp;I) team to monitor the submitted Equality Impact Assessment (EIA) and report to Equality, Diversity and Inclusion Committee (EDIC).</p>	<p>Deputy Vice Chancellor, Director of Campus Infrastructure Deputy Director (Culture &amp; Inclusion)</p>	<p>July 2023</p>



## Foster a culture of inclusion by building institutional confidence through our contributions to charters and awards.



ACTION	APPROACH	PROGRESS INDICATOR	OWNERSHIP	STARTING DATE
Continue to advance our gender equality through Athena SWAN initiatives, with at least one department advancing to Gold by 2026.	Act in support of gender by delivering Athena SWAN institutional Silver Action Plan and further developing activities at department level.	<ul style="list-style-type: none"> <li>• 70% of eligible Bronze award holders to apply for Silver level award by 2026</li> <li>• 50% Departments awarded Silver (or higher) by 2026</li> <li>• At least one Department achieving Gold by 2026</li> </ul>	Athena SWAN Lead, Equality Charters Manager	2023
Apply for Race Equality Charter Bronze status by July 2025.	Implement the agreed recommendations of the race equality taskforce, linking this to applying for the Advance HE Race Equality Bronze Award.	Phased implementation of agreed recommendations.	Vice President (Community & Inclusion), Deputy Director (Culture & Inclusion), Equality Charters Manager, Policy and Student Manager	January 2023
Renew our commitment as a Disability Confident Leader by July 2023.	Demonstrate our ongoing commitment to our disability community by reapplying for Disability Confident Leader Accreditation.	Reaccreditation and an action plan to continue progress in this area.	Vice President (Community & Inclusion), Deputy Director (Culture & Inclusion), Equality Charters Manager, Chair Disability Steering Group	January 2023
Successfully renew our University of Sanctuary award by October 2023.	Gain reaccreditation as University of Sanctuary in recognition of our commitment to being a welcoming and safe place for refugees and asylum seekers.	Re-awarded and an action plan to continue progress in this area.	Pro-Vice-Chancellor (Student Experience)	June 2023
Mental Health Charter awarded by May 2023.	Achieve Charter award following required assessment process.	<p>Submission of self-assessment documentation and on-site panel visit completed successfully.</p> <p>A 'Be Well' action plan incorporating the agreed recommendations of the charter panel, self-assessment and other staff and student community feedback. This will enable us to continue progress in this area.</p>	Pro-Vice-Chancellor (Student Experience), Vice-President (Community and Inclusion), Director of Student Support & Safeguarding, Deputy Director (Health, Safety and Wellbeing), Staff Health and Wellbeing Manager	May 2023

Ensure all staff feel welcomed and supported by identifying barriers and putting remedial actions in place.



ACTION	APPROACH	PROGRESS INDICATOR	OWNERSHIP	STARTING DATE
<p>Commit to reviewing equality of pay for under-represented groups, as well as continuing to reduce the gender pay gap.</p>	<p>Use our annual reporting and action plan to make positive progress in this space.</p> <p>Continue to address gender pay disparities through pro-active intervention.</p>	<p>Year-on-year reduction in pay disparity as reported annually in March.</p>	<p>Vice President (Community &amp; Inclusion), Deputy Director (Culture &amp; Inclusion), Deputy Director (Workforce Development) Development), Deputy Director (HR Services)</p>	<p>January 2023</p>
<p>Commit to supporting staff returning from maternity leave or shared paternity leave.</p>	<p>Implement a package of support for returning staff to ensure they are supported in their integration back into the workplace.</p>	<p>Begin trial funded by Research England. Review success and embed into annual planning round for future funding.</p>	<p>Deputy Director (Culture &amp; Inclusion) Equality Charter Manager</p>	<p>April 2023</p>

# Our journey to connect staff, students and visitors in an inclusive, collegial, ambitious learning community.

## How we started in 2022

Increase in women holding senior roles.

Enhanced our gender pay gap to include equality analysis.

Advanced recruitment practices for staff and students in under-represented groups.

Developed health and wellbeing support for staff and students.

Launched #BeTheChange, to tackle bullying and harassment on campus.

Developed a supportive environment for our diverse community through our networks and enhanced ED&I training.

Successfully achieved Silver Athena Swan, Disability Confident Leader status.

Made progress towards the Technician Commitment.



Nurture high aspirations and ensure all students are supported to achieve their true potential by identifying and overcoming barriers, particularly for under-represented groups.



Engage proactively in fostering an environment where everyone is treated with dignity and respect, and combat discrimination.



Seek to make our environment accessible, leading to a more inclusive environment where all members of our community can thrive.



Foster a culture of inclusion by building institutional confidence through our contributions to charters and awards.



Ensure all staff feel welcomed and supported by identifying barriers and putting remedial actions in place.

## Our destination: 2025

Students will achieve their true potential irrespective of backgrounds.

The University will be a place where everyone is treated fairly, with dignity and respect.

Staff and students will feel empowered to speak up.

The University environment will be accessible to get around.

Further Athena SWAN advances across departments.

Continued University of Sanctuary status.

Mental Health Charter recognition.

Renewed Disability Confident Leader status.

Staff feel supported in achieving their career aspirations and in returning to work after parental leave.

Further reduction in pay disparity.

### University of Bath values

at the heart of our strategy for advancement, growth and impact, defining our characteristics as a community.

- Delivering quality and excellence, whilst being quick to listen and learn.
- Nurturing high aspirations, for the benefit of all.
- Aspiring to the highest standards of scientific, ethical, and professional integrity, whilst supporting the freedom to challenge received wisdom.
- Supporting a sustainable community and adopting best environmental practice.
- Fostering inclusion, equality, diversity, and accessibility where the unique value of each individual is recognised as we build a community of trust and care by treating each other with respect.

### Agreement to follow this policy

This Equality, Diversity & Inclusion Statement is fully supported by the University's senior management team and has been agreed with our unions and employee representatives. If you'd like to stay up to date on how we're delivering on our goals, please refer back to [our web pages](#). We'll add in our achievements as we reach them.

[Find out more](#) about our approach to Equality, Diversity and Inclusion at Bath.

[Bath.ac.uk](http://Bath.ac.uk)



Athena  
SWAN  
Silver Award



Our University  
Our Future:  
Connected



UNIVERSITY OF  
**BATH**