GOAL 3: SOCIAL RESPONSIBILITY AND EQUALITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY

As a Faculty we have made significant progress already, yet we know there is more to do.

Professor Lynne Bianchi

Vice-Dean Social Responsibility, Equality, Diversity, Inclusion and Accessibility

"The Social Responsibility and Equality, Diversity, Inclusion and Accessibility (SREDIA) strategy brings together our ambitions in one overarching approach that applies across our student and staff community. Making a real difference will rely on each and every one of us taking personal and group responsibility and embracing the vision for a whole-Faculty and embedded approach.

As a Faculty we have made significant progress already, yet we know there is more to do. This strategy is our collective way to guide thinking and action over the next five years. We invite everyone to be part of this SREDIA vision."

Professor Lynne Bianchi, Vice-Dean Social Responsibility, Equality, Diversity, Inclusion and Accessibility

We are a large and vibrant Faculty, encompassing Schools, Institutes, Departments, Disciplines, Student Societies, networks and groups across science and engineering research and education. Change at scale can be complicated. By using a four-strand approach, we can tackle our needs with focus and intent. Our ways of working will guide our steps by championing collaborative, pro-active, embedded, ambitious and evidence-informed approaches. We will focus on how the strands work together, finding the links and opportunities to weave together engagement, EDIA and environmental sustainability agendas. We recognise that time is precious, and we will continue to find examples of where SREDIA is an integral part of what we do, rather than a bolt-on. By showcasing such practice, we can reflect and learn with each other and better understand how we can support embedded practice in its truest sense.

We have taken a collaborative approach in developing this strategy. We have ensured we are aligned to the various central strategies and are working closely with the Vice Deans for Teaching, Learning and Student Experience and Research and Innovation and cross-Faculty groups to achieve a holistic approach. We recognise however that further connections and conversations need to take place. This strategy is our way to guide our thinking and action over the next five years.

Strand	Aim
Enabling Impact	We will enhance operational processes and governance to improve access to data to measure and communicate impact across SREDIA, celebrating and disseminating at local, national and international level.
Environmental Sustainability	We will build a culture that empowers students and staff to take personal and collective responsibility for improving the quality and sustainability of our environment within and beyond the Faculty.
EDIA	We will create an inclusive Faculty community of students and staff by removing barriers to equality and accessibility, embracing diversity, and fostering a sense of belonging for all.
Engagement	We will facilitate inspired and confident staff and student groups by informing, equipping and empowering them to engage with young people and communities to meet shared needs, enhancing environmental sustainability, social inclusion and science and engineering capital.

STRAND SREDIA1: ENABLING IMPACT

We will enhance operational processes and governance to improve access to data to measure and communicate impact across SREDIA, celebrating and disseminating at local, national and international level.

OBJECTIVES

1. Ensure the Faculty has robust planning, governance, and evaluation processes in place to assess the impact of social responsibility and EDIA initiatives.

2. Empower all staff and students to understand and apply SREDIA principles across their teaching, learning, research, groups and processes.

3. Harness our passion and expertise on SREDIA, celebrating and disseminating this knowledge to increase the profile and impact of SREDIA at a Faculty, institutional, local, national and international level.

STRAND SREDIA2: ENVIRONMENTAL SUSTAINABILITY

We will build a culture that empowers students and staff to take personal and collective responsibility for improving the quality and sustainability of our environment within and beyond the Faculty.

OBJECTIVES

1. Offer all students an equitable entitlement to learning experiences that upskill them in knowledge and skills for environmental sustainability.

2. Maximise the opportunities for Faculty research to align with environmental sustainability themes, practices and issues.

3. Use our research to lead best practice and provide training opportunities in the responsible use of resources and materials within and beyond the University.

STRAND SREDIA3: EDIA

We will create an inclusive Faculty community of students and staff by removing barriers to equality and accessibility, embracing diversity, and fostering a sense of belonging for all.

OBJECTIVES

1. Foster and sustain a dignified, respectful, and welcoming environment for our community.

2. Embed fairness, diversity, and equitability as a Faculty-community across everything we do and implement.

3. Improve the pipeline for our staff and student recruitment and progression that rewards all people and all work.

STRAND SREDIA4: ENGAGEMENT

We will facilitate inspired and confident staff and student groups by informing, equipping and empowering them to engage with young people and communities to meet shared needs, enhancing environmental sustainability, social inclusion and science and engineering capital.

OBJECTIVES

1. Achieve consistent practices in design, delivery, and evaluation of high-quality outreach, public and civic engagement linked to Faculty research, teaching and/or facilities.

2. Stimulate and sustain meaningful impact with our local and wider community including schools, civic community groups and with policy makers, using staff and students' skills or our unique facilities to support communities through a Faculty civic and public engagement programme.

SOCIAL RESPONSIBILITY AND EQUALITY, DIVERSITY AND INCLUSION SUCCESS MEASURES

Strand 1: **Enabling Impact**	• 80% of objectives in the strategy completed to deadline. • SREDIA projects and initiatives are consistently monitored and reported on throughout the academic year within cross-School and Faculty Leadership. • PowerBI dashboards support >10 key SREDIA metrics to inform monitoring and impact reporting.
Strand 2: **Environmental** **Sustainability**	• To have annually reported metrics to understand the landscape associated with single use consumables across the Faculty. • 100% of labs have achieved a LEAF Bronze award or equivalent. • Travel targets remain at 50% of pre-COVID levels.
Strand 3: **Equality,** **Diversity,** **Inclusion &** **Accessibility** **(EDIA)**	• Our Culture survey reports consistent improvement in staff belonging across sociodemographic strands. • At least 80% of Faculty leadership, staff and students have undertaken EDIA training within the last 5 years. • Schools' Athena Swan submissions are completed and resubmitted to deadline, maintaining or improving Chartermark Status.
Strand 4: **Engagement**	• >75% of Faculty staff consistently and accurately reporting engagement activity (within PURE or equivalent). • 75% of Faculty staff and students who take part in public, civic or school engagement activity have accessed appropriate support, training and resources. • Faculty pre-16 schools outreach activities either consistently achieve above national average for number of WP participants, or include more than 50% of participants from identified priority groups.