

Inclusivity 2020 Overview

What is Inclusivity 2020?

Inclusivity 2020 is UWE Bristol's new Single Equality Scheme containing our **equality objectives** for 2016-2020. The Scheme includes an **Action Plan** with institutional commitment, which **embeds inclusivity** in both strategic and day-to-day activities. In stating UWE Bristol's equality objectives for the next four years, this Scheme responds to, and goes beyond, public sector equality duty requirements set out in the **Equality Act 2010**.

What will Inclusivity 2020 achieve?

The overarching equality objectives for the scheme are:

Student attainment	each equality group to have as good an outcome as others
Staff perceptions	each equality group to have as good an outcome as others
Student perceptions	each equality group to have as good an outcome as others
Student and staff recruitment	student and staff populations to match the relevant populations for Bristol/UK
Staff and student progression/promotion	each equality group to have as good an outcome as others

How was Inclusivity 2020 developed?

UWE Bristol has developed a sector-leading approach, bringing together:

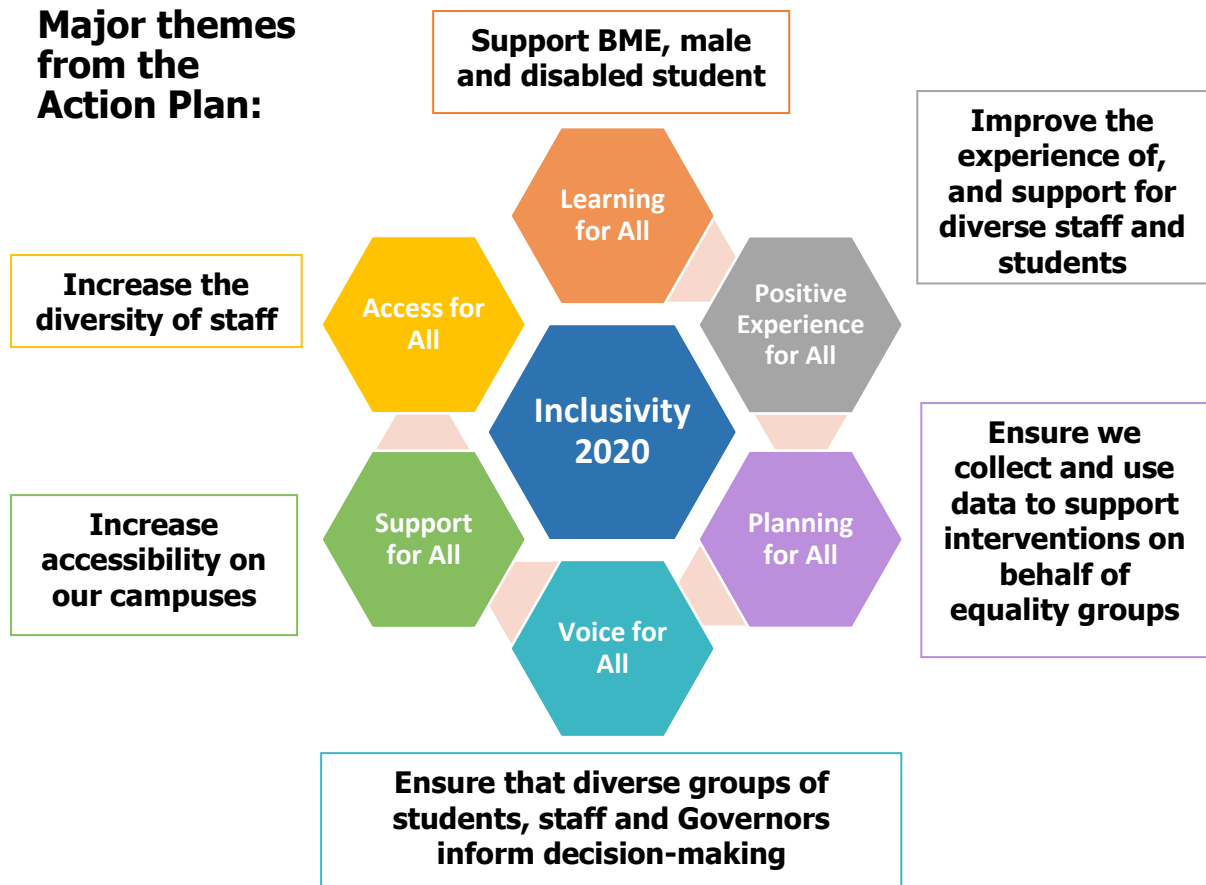
- Key **metrics** describing staff and student journeys;
- Engagement with, and **feedback** from, students and staff; and
- **Clear links** between the action plan, and the key metrics and the feedback.

How will we know if it is working?

Every Inclusivity 2020 objective and action is **linked to key metrics**, many of which also appear in UWE Bristol's Access Agreement, or in 2020 Strategic Programmes. Progress will be monitored throughout the lifetime of the scheme, and an **impact report** will show the progress made against these metrics.

Actions fall under six **Aims**, collectively known as the '**For Alls**'.

Major themes from the Action Plan:



Who monitors the Single Equality Scheme?

Inclusivity 2020 is owned by **Equality Management Group** who monitor it and report on its progress to senior leadership. This group includes representatives from all Faculties and Services and the Students' Union. The **Equality and Diversity Unit** produce and communicate regular reports on progress.

What can I do to help?

Inclusivity 2020 gives UWE Bristol a strong plan to build an even more inclusive university by 2020 by increasing diversity and improving the experience of equality groups.

You can **support action holders** to complete their actions. **Get involved** in a student society or staff network. Or **provide your views** via online consultations or relevant events.

Where can I find out more?

Inclusivity 2020 can be found on UWE Bristol's Equality and Diversity website from autumn 2016:
www.uwe.ac.uk/equalityanddiversity

Whom can I contact?

Please contact the Equality and Diversity Unit:

- 0117 32 81719
- equalityanddiversityunit@uwe.ac.uk
- @UWEEquality