

# EQUALITY, DIVERSITY & INCLUSION

## STATEMENT OF COMMITMENT

Our Values provide a foundation on which we work to ensure more equitable opportunities and outcomes for everyone. Our Values encourage us to respect differing views, see new ways of thinking and doing, to listen and enable recognising every individual has their own lived-experience and to work together to find solutions.



We believe that eliminating discrimination, advancing equality of opportunity and fostering good relations between people of different protected groups is essential in order for us to succeed as a university and as a community.

We believe that Equality, Diversity & Inclusion (ED&I) are fundamental to the delivery of exceptional Higher Education and research. Not only that, but we recognise that equality, diversity and inclusion can power creativity and innovation; the two drivers at the core of Falmouth University's mission.

We endeavour to deliver socially responsible curricula, research and knowledge exchange, maintain inclusive and accessible physical and digital environments, and equitable access to support. This will enable the next generation of creative leaders and explorers to succeed, regardless of background or identity, and ensure that our people are equipped to identify, explore and consider issues relating to equality, diversity and inclusion throughout their personal and professional lives.

We seek to be a tolerant community, where everyone has the right to be treated with dignity and respect. We will not accept any forms of harassment, bullying, intimidation or discrimination and will take action when necessary.

We acknowledge that we must remain vigilant and agile, responding to the needs of our community and wider society.

### OUR VALUES

#### CREATIVE

Knowing that creativity is the vanguard of progress, we're constantly seeking new ways of thinking, doing and creating.

#### ACHIEVE

We value the pursuit of excellence and enrichment as a collective aspiration to be the very best we can be.

#### RESPECTFUL

We have an open mind, we respect differing views, we listen and enable, and we work towards an equitable and diverse world.

#### SHARING

We collaborate and share knowledge to co-create a positive impact.

### EQUALITY, DIVERSITY & INCLUSION OBJECTIVES

- We will deliver our Access and Participation Plan, which sets out ambitious targets to improve equity of opportunity for underrepresented groups to access Higher Education and support to succeed.
- We will achieve University Mental Health Charter accreditation, taking a whole-university approach to mental health and wellbeing that seeks to shape a future in which everyone can thrive.
- We will enable our workforce to continually develop socially responsible curricula, research, knowledge exchange and ways of working, and to enact positive, values-aligned change at all levels of the university.

### HOW WILL WE ACHIEVE THIS?

- We will place the staff and student voice at the centre of our activity, gathering data, as well as testimony, of the ED&I experience at Falmouth in order to inform our work and encourage a culture where everyone feels safe to speak out.
- We will be open about our work on ED&I issues, communicating with our community clearly and transparently.
- We will invest in our people, such that it encourages positive action in relation to ED&I at Falmouth. This includes mandatory training for staff, continued engagement with the Aurora Women in Leadership programme, support for ED&I related focus groups, collaboration and dialogue.
- We will ensure representation of ED&I issues is embedded across our governance structures and processes.