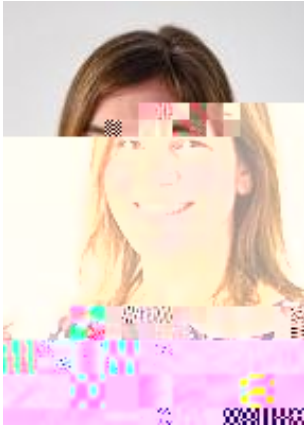


EQUALITY, DIVERSITY AND INCLUSION

**Brighton
& Hove
Pride
2018**

INTRODUCTION FROM THE DEPUTY PRO-VICE-CHANCELLOR



,W LV D JUHDW SULYLQJ LFKVDP EHO'HSXW(TXDP LV
DQG 'LYHUVLW\ DW VXFH DQ H[FLWLQJ WLPH)F
'HSXW\ -SULFH &KDQFHOOHU UROH LQ WKH
PDGH D VWURQJ VWDWHPHQW RQ LWV FRPLW
DQG LQFOXVLRQ E\ VHWWLQJ XS D QHZ XQLW ZL
'LUHFWRUDWH LQ)HEUXDU\ 7KH (TXDOLW\
8QLW LV D VPDQ WHDP ZLWK D FUXFLDO UROH
WR PHHW LWV DPELWLRXV HTXDOLWLHV JRDOV

7KH HVWDEOLVKPHQW RI WKH 8QLW KDV JLYHQ
WXUQ WKH IHGEDFN JDLQH LQ P\ ILUVW \HDU
WR FKDQJH DQG WKH SULRULWLHV IRU DFWL
'LYHUVLW\ DQG ,QFOXVLRQ LQWHUWHK\ ZDV
SXEOLVKHG WKLV -XO\ , DP H[WUHPHO\ SURXG
VHW RXW EROG KLJK OHYHO DPELWLRQV WKDW
HVVHQWLDO SDUW RI GHOLJLYH LQJ WKH SDWYHJL
)UDPHZS\ HHHW 8QLYHUVLW\ IRU D %HHWU

:H KDYH DOUHDG\ VWDUWHG ZRUN RQ GHOLYH
VWUDWHJ\ 2XU IREFXV IRU WKH FRPLQJ \HDU ZL
DQG HWKRV RI WKH (' 6WUDWHJ\ DUH UHIOHFV
VWUDWHJLHV WR HQVXUH DQG VHWWLQJ XS WK
WR UHFHLYH H[WUHQDO DFFUHGLWDWLRQ RU
(TXDOLW\ &KDUWHU \$WKHQD 6:\$1 6WRQHSDO
'LVDELOLW\ &RQILGHQW



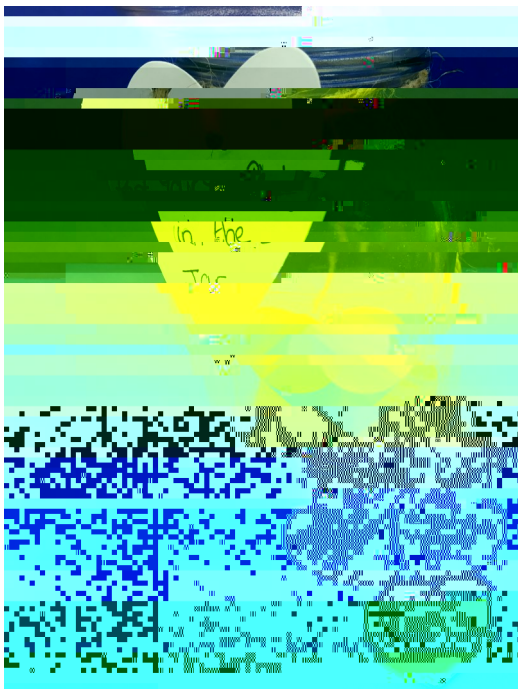
Launch of Inclusive Sussex

-XO\

INCLUSIVE SUSSEX

7KH HVWDEOLVKPHQW RI WKH (' 8QLW KDV DOORZHG
XV WR GHGLFDWH UHVRXUFH WR VHWWLQJ XS DQG
VXSSRUWLQJ WKH VWUXFWXUH DQG SURJUDPPHV RI
ZRUN ZH QHHG WR KDYH LQ SODFH WR GHOLYHU
,QFOXVLYH 6XVVH[+RZHYHU WKLV IRUP ROO
RQH SDUW RI WKH RYHUDOO GHOLYHU VWUDWHJ\

:H DUH ZRUNLQJ LQ FROODERUDWLQJ ZLWK DOO DUHDV



EQUAL SUSSEX

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



Race Equality Charter

7KH 8QLYHUVLW\ RI 6XVVH[LV LQ WKH S

Athena SWAN Awards

7KH 8QLYHUVLW\ ZDV VXFFHVVIXO LQ EI
IRU 6XKHQD 6ZDUG VFRRSLQJ VLOYH
%ULJKWRQ DQG 6XVVH[0HGLDQG 6FK
EURQ]H IRU 6FKWR RI 0DWKHPDWLFD D
6FLHQFHV

7KH 3K\VLV DQG 0DWKHPDWLFD GHSDU
RI 0DWKHPDWLFD DQG 3K\VLFD 6FLH
JDLQHG VHSDUDWH %URQ]H \$ZDUGV E
3K\VLV DZDUG ZDV GXH IRU UHQHZDO
DSSURSULDWH WR FRPELQH HIIRUWV DQ

7KH WZR QHZ DZDUGV PHDQ WKDW D
6FLHQFH 7HFKQRORJ\ (QJLQHULQJ
0DWKHPDWLFD VFKRROV DW 6XVVH[Q
%URQ]H \$ZDUG

BSMS Silver Award

7KH %606 6LOYHU \$ZDUG UHFRJQLVHV WKH VXFFHVV RI D QXPE
VXUYHIV ZRUNVKRSV DQG WUDLQLQJ RSSRUWXQLWLHV %606 FUH
VWDII DQG VWXGHWV IURP DOO SDUWV RI WKH VFKRRO %606 KD
μ'LYHUVLW\ LQ 0HGLFLQH WDN VHULHV IRU VWDII DQG VWXGHW
VWDII LQFUHDVHG VXSSRUW IRU SURPRWLQJ DQG D EHVSRNH LQ
ZRPHQ RI %606 SKRWR VHULHV ZKLFK FHOHEUDWHV WKH GLYHUV
VWDII

Gender Pay Gap

7KH 8QLYHUVLW\ SXEOLVKHG LWV JHQGHU SD\ JDS IRU WKH ILU
PHGLDQ SD\ JDS IRU EDVLF SD\ H[FOXGLQJ ERQXVHV DQG D
UHFUXLWPHQW ZHUH LGHQWLILHG DV WKH PRVW OLNHO\ VLJQL
SODQ ZDV SXEOLVKHG VHWWLQJ RXW D UDQJH RI DFWLRQV)HH

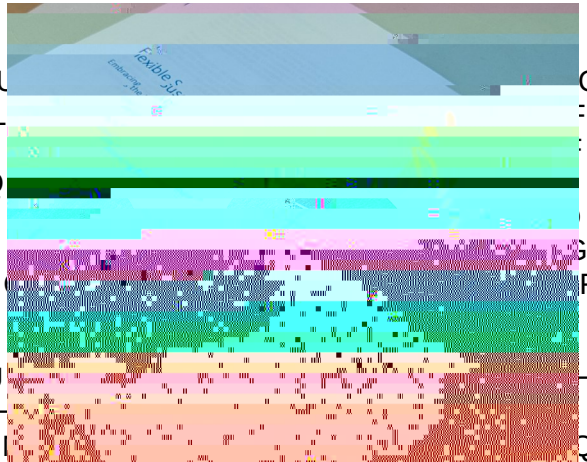
FLEXIBLE SUSSEX

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

Flexible Working

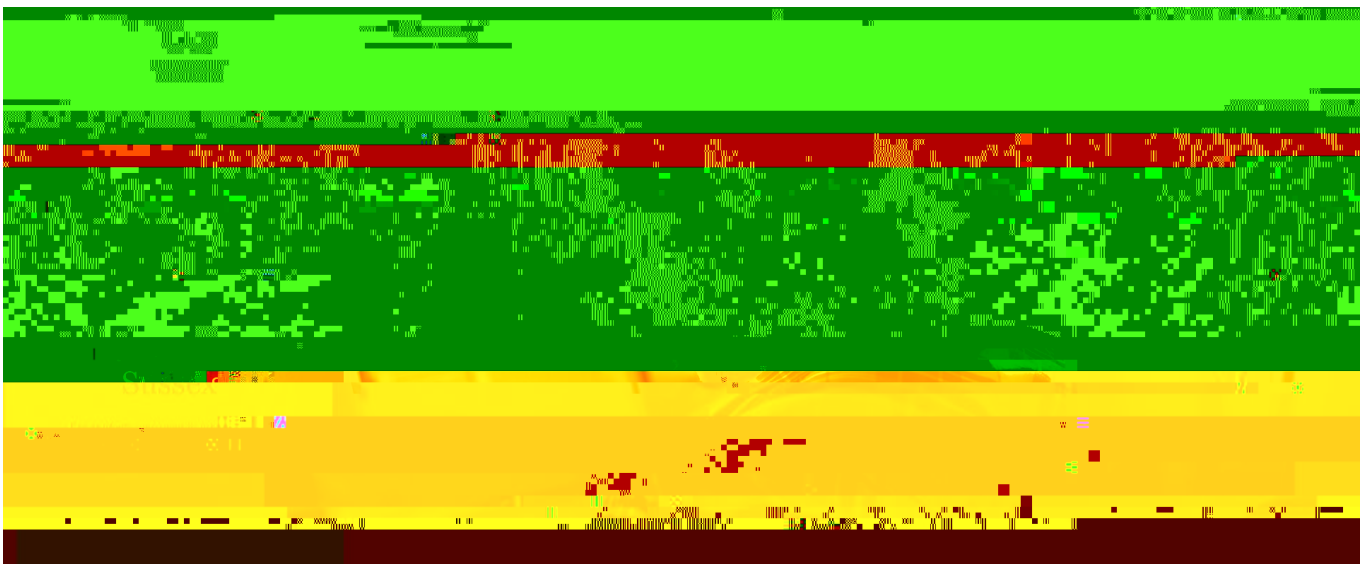
7KLV VXPPHU WKH 8QLYHUVLW\ U
IOH[LEOH ZRUNLQJ SURFHGXUH L
WKURXJK WKH &KDQJLQJ 8QLYHU
\$WKHQD 6:\$1 DQG GLVFXVLRQ
UHDVRQDEOH DGMXVWPHQW IRU
ZKLFK LGHQWLILHG WKDW WKLV
XQGHUVWRRG DQG WKDW LW LV
WKH 8QLYHUVLW\

7KH UHODXQFKHG VFKHPH HQVXU
IURP 2FW DGYHUWLVHV UROH
ZRUNLQJ RSWLRQV ZLWKLQ DQ\ I
7KH DSSOLFDWLRQ SURFHVV IRU H[LVWLQJ VWDII KDV EHHQ
VWUHDPOLQHG KHOSLQJ VWDII DQG PDQDJHUV WR ZRUN
WRJHWKHU WR ILQG VROXWLRQV WKDW ZRUN \$ QHZ KDQGERRN
KDV EHHQ SXEOLVKHG WR VXSSRUW WKH UHVLVHG SURFHVV



Flexible Learning

\$V SDUW RI-DHQRVXGHCQWSSURDFK ZH KDYH VWDUWHG WR RSHQ
WHDFKLQJ WR D PRUH GLYHUVH UDQJH RI LQGLYLGXDOV WKUR
JURZLQJ GHPDQG IRU IOH[LEOH VWXG\ 7KH QHZ FRXUVHV DUH G
PRGXOHV VWDUWLQJ HYHU\ WZR PRQWKV 7KLV PHDQV LI VWXO
VWXGLHV DW DQ\ WLPH -WKH\ WFRPH WR XSDUWH DPHWLPK WKDW V
7KLV IOH[LEOLW\ RIIHUV WKH VDPH DFFHVV WR RXU H[FHOHQW



FURTHER INFORMATION

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(DFK \H DU WKH 8QLYHUVLVWLSXEHOLVLRQDWLRLWR WKH SU
FKDUDFWHULVWLFV RI LWV VWDII DQG VWXGHQWV ZKLFK LW
LQGLYLGXDOV EHLQJ LGHQWLILHG 7KH ODWHVW LQIRUPDWLRQ
DQG LV EDVHG RQ LQIRUPDWLRQ DV DW 'HFHPEHU

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7KH 8QLYHUVLVW\TV SUHYLRXV HTXDOLW\ REMHFWLYHV KDYH EH
,QFOXVLYH 6XVVH[7KH DFWLRQ SODQV IRU GHOLYHU\ DJDLQV
SDUW RI WKH GHYHORSPHQW RI HQDEOLQJ VWUDWHJLHV WR VX



Contact Us

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7ZLWWHU #,QFOXVLY
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