**Developing a holistic approach to equality, diversity and inclusion: Existing practice form**

A key commitment in [Advance HE’s new strategy](https://www.advance-he.ac.uk/sites/default/files/2021-05/Advance%20HE%20Strategy%202021%E2%80%9324.pdf) is to determine the potential to provide a new form of institutional equality, diversity and inclusion (EDI) accreditation to offer its members an additional holistic and flexible framework to support them to advance their EDI activity in a way that is strategic, focused on local data and priorities, and responsive to an individual institution’s context. If any new approach is developed, it would sit alongside Athena Swan and the Race Equality Charter (REC) and provide an option for institutions to engage with.

Advance HE has awarded Collaborative Development Funding to a team from Newcastle University to run an independent consultation exercise with the sector to inform the next steps, with a representative sector advisory group guiding the work.

The consultation aims to:

* collate and understand stakeholder views on the range of potential benefits, opportunities and risks of developing a holistic approach to institutional EDI accreditation to sit alongside Athena Swan and the REC.
* gather existing practice and lessons learned from members’ efforts to take a holistic and strategic approach to EDI activity, including the work of international members and partners engaged in Advance HE’s licenced equality charters.
* produce a robust evidence base to frame recommendations for how Advance HE should invest in and develop its EDI activity to support the sector to be effective, efficient and impactful.

**Call for existing holistic EDI practice**

Has your institution or department/unit already developed effective practice that takes a strategic and integrated or holistic approach to your EDI work? Please tell us about this by completing and submitting the following form to edi-team@newcastle.ac.uk by **4th July 2022.**

Examples may include but are not limited to:

* integrated structures and/or systems for EDI or charters
* working in partnership in developing EDI activity, bringing groups, interests and perspectives together
* holistic or integrated EDI action planning
* strategic and integrated consideration of socio-economic status or poverty, or health and wellbeing, alongside EDI
* whole institution approaches to other areas of equality, such as disability or LGBT+ inclusion
* use of data and evidence across and beyond the protected characteristics to identify institutional priorities
* integration with work on other accreditation or award schemes
* alignment with Public Sector Equality Duty requirements, such as equality objectives or outcomes
* use of equality analysis/impact assessment to embed EDI considerations across strategy, policy and practice

The research team will follow-up with a selection of submitted examples to gather further information.

**Privacy notice**

The evidence you provide will help the research team to develop a picture of existing practice to be included in the final evidence report for this project. Your institution may be named, and details of your practice included in the report, subject to your consent. You will not be named, and your personal details will only be used for contacting you for further information about your existing practice. Your response will be kept securely by the research team for six months and then destroyed. Outputs produced using your response will be shared with and retained by Advance HE in line with its [privacy policy](https://www.advance-he.ac.uk/privacy). These outputs will not include your personal information.

**Response form**

1. **About your institution and consent**

|  |  |
| --- | --- |
| **Institution name** |  |
| **Department/unit name (if relevant)** |  |
| **Name and job title of person completing the form** |  |
| **Do you give your permission for your response to be used in the research as outlined above?** | Y/N |
| **Do you agree to be contacted by the research team for further information?** | Y/N |
| **Email address (if happy to be contacted)** |  |

1. **About the practice**

Please limit your response to this section to 1000 words.

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| **What is the name or title of the existing practice you wish to share?** |
|  |
| **Describe the existing practice, including:*** **How long it has been in place**
* **Its aims and objectives**
* **What areas of EDI it includes e.g. which protected characteristics and/or other areas such as socio-economic background or health and wellbeing**
* **How it was developed, e.g. who was involved, what the drivers were and how it came about**
* **How well it has worked so far, with any available supporting evidence**
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| **What are the key learning points from this practice for your institution?** |
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| **What challenges have you encountered, if any?**  |
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| **What recommendations would you give for other institutions wishing to take a holistic approach to EDI, based on your learning?** |
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