



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

Equality Diversity and Inclusion Strategy 2020-25

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1. Introduction

This Strategy sets out UCEM's commitment and objectives for building on a foundation of accessibility and openness to further strengthen its practice in relation to Equality, Diversity and Inclusion. UCEM's Equality and Diversity Policy sits beneath this strategic document.

2. UCEM's Core Purpose and Vision

Equality, Diversity and Inclusion is embedded in UCEM's mission.

UCEM's **core purpose** is to '*provide accessible, relevant and cost-effective education which enhances careers, increases professionalism and leads to a better built environment*'. It has always as part of UCEM's mission to provide flexible, affordable education worldwide and UCEM has a diverse student community.

UCEM's overall strategy has historically focused on providing flexible and accessible higher education to distance-learning students by making higher level study available to those for whom full time campus-based education provides a barrier to study.

The new UCEM **vision** launched in 2019 '*to be the Centre of Excellence for Built Environment Education*' builds on this history. By expanding the breadth of provision and depth of programme levels as part of the vision, UCEM will be able to cater for a much wider range of people wanting to study a built environment discipline, further breaking down barriers to accessing education for a diverse body of students.

3. UCEM's commitment to Equality, Diversity and Inclusion

UCEM will promote a culture of embracing diversity. UCEM will ensure that its staff and student recruitment practices strengthen UCEM's appeal to a diverse range of people. UCEM will embed a working and learning environment which makes all feel part of a community, celebrates diversity and provides equal opportunities for all.

UCEM is committed to widening participation, as evidenced in the [UCEM Access and Participation Plan 2020-21 to 2024-25](#). As noted in the plan: "*UCEM is committed to delivering courses that are accessible to all students, regardless of age, location, or protected characteristics, as well as to enhancing and supporting the longer-term employability of its graduates*"

4. Definitions

In the context of UCEM, Equality, Diversity and Inclusion mean the following:

Equality = ensuring that everyone has an equal opportunity to access learning and succeed in their studies, regardless of their background, the way they were born, what they believe, or whether they have a disability. No one should have poorer chances due to their protected characteristics, under the [Equality Act 2010](#) or other factors, such as being a care leaver. ([Equality and Human Rights Commission](#), 2019)

Diversity = This is wider than equality and includes respecting and appreciating what makes people different and supporting all to succeed regardless of differences. Diversity allows differences to be valued in a safe and nurturing environment ([Global Diversity Practice](#), 2019)

Inclusion = This is broader than equality and diversity still and involves an organisational effort to remove barriers to ensure that different groups or individuals with different backgrounds are culturally and socially accepted and welcomed, and equally treated. (See [Global Diversity Practice, 2019](#))

5. Equality, Diversity and Inclusion Objectives

OBJECTIVE 1: Widen UCEM's appeal to a more diverse range of students

Build on UCEM's reputation and success in providing accessible education to extend our appeal as an education provider of choice to students with diverse backgrounds. In particular increase the proportion of new students from lower socio-economic groups and BAME students.

- Run an annual student outreach programme which particularly targets schools and colleges with an above average proportion of BAME students and students from lower socio-economic backgrounds.
- Work with the Urban Land Institute and Building People to raise the profile of a career in the built environment and study with UCEM amongst underrepresented groups.
- Increase and publicise scholarship funding for students from underrepresented groups.

OBJECTIVE 2: Embed equality into UCEM policy making and the application of policies

Ensure that all student policies advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

- Carry out Equality Impact Assessment (EIA) for all new student policies and ensure that all existing student policies undergo EIA as part of the standard review and approval process.
- Ensure that relevant staff involved in policy writing and review are appropriately trained to carry out EIA.
- Make training on equality, diversity and inclusion available to all staff.
- Ensure that decision making bodies are representative.

OBJECTIVE 3: Contribute to addressing the gender imbalance in the built environment industry

Increase the appeal of UCEM programmes to females as a route into the built environment industry and raise the profile of women in the sector.

- Help raise the profile of female students and alumni through UCEM and industry events.
- Analyse success rates for female students and take action to address any imbalances.
- Develop marketing strategies to target females.

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OBJECTIVE 4: Increase the accessibility of UCEM programmes

Ensure that learning and teaching formats and materials are accessible to students with disabilities and impairments.

- Conduct a review of course materials to ensure that they are provided in an accessible format.
- Provide accessibility training for staff.
- Publicise enhancements made to further sell the benefits of UCEM programmes to prospective students with disabilities.

OBJECTIVE 5: Improve the protected characteristics data set

Increase UCEM's understanding of student access and achievement for the protected characteristics and other factors such as care leavers and gender.

- Create a data set that will show and track progress against a set of metrics.
- Collect more data on student access and achievement for the protected characteristics and other factors such as care leavers and gender.
- Encourage students to share information on their characteristics with UCEM by communicating the benefits of divulging this information and conveying the culture of trust, openness and understanding.
- Develop data-informed strategies to improve non-continuation for each of the under-represented groups.

6. Monitoring

The UCEM Operating Committee (OC) is responsible for ensuring that UCEM delivers on the Core Purpose, realises the UCEM Vision and executes the objectives and goals within this Strategy.

The Board of Trustees has overall responsibility for ensuring that UCEM complies with the requirements of the Equality Act 2010 and that strategy is followed.