

EDI STRATEGIC Plan on a Page 2026–2031

OUR VISION

A fair and inclusive organisational culture and sector-leading equitable policy and practice

OUR COMMITMENT

A shift from equality to equity: recognising different needs and responding through targeted action

OUR PURPOSE

Turn OU-wide commitments into practical, evidence-led action so staff and students can belong, contribute and thrive

FOUR PRIORITY AREAS FOR FOCUSED ACTION



Disability, Neurodiversity & Accessibility

OBJECTIVES

- Progress to Level 2: Disability Confident Employer
- Strengthen governance and lived-experience leadership
- Embed the new Accessibility Sponsorship Model
- Enhance student accessibility
- Improve everyday experiences and culture
- Build capability and ways of working



LGBTQIA+

OBJECTIVES

- Develop and implement and LGBTQIA+ Action Plan
- Strengthen policies, system and data
- Improve everyday experiences and culture
- Enhance curriculum, teaching and support
- Support and recognise LGBTQIA+ leadership and networks



RACE

OBJECTIVES

- Increase racial diversity in leadership, governance and senior decision-making structures and accountability
- Improve staff experience, recruitment and progression
- Improve student belonging and success
- Improve support for RM research-only staff and postgraduate research students; increase racial diversity and cultural competence of ALs.



GENDER

OBJECTIVES

- Apply for an institutional Silver Athena Swan Award and implement associated action plan
- Support the Athena Swan award applications for Schools and PSS
- Strengthen our gender equality work beyond Athena Swan
- Embed and evaluate gender-related policies
- Build on initiatives to challenge gender-based violence and harassment
- Ensure gender equality work is inclusive of trans and non-binary people, and under representation of men

DELIVERY, ENABLERS AND SUCCESS MEASURES

HOW WE WILL DELIVER

Evidence-led decisions; **listening and communication** open in all directions, valuing lived experiences of diverse groups; **accountability** by setting clear, realistic objectives with identified owners; **alignment and integration** with University Strategy and other frameworks.

KEY ENABLERS

Partnership with Faculties and Units, local EDI initiatives, Athena Swan and REC work, Diversity, Neurodiversity and Accessibility Steering Group, LGBTQIA+ Working Group, APP, EDI practice in the Nations, EIAs, Staff Networks, EDI Learning and Development.

SUCCESS MEASURES

Staff KPIs on representation, recruitment, progression and colleague experience. Student KPIs from the APP on recruitment, pass rates, good pass rates and Positive Progression. Progress monitored annually.

SHARED RESPONSIBILITY: EDI is everyone's responsibility, informed by lived experience and shared accountability