
Equality, Diversity, and Inclusion Statement

Our Aim

The Bridge acknowledges and embodies the idea that new ideas come from a diverse mix of thinking, background and life experience. Building upon the University of Plymouth's commitment to providing an inclusive work environment, The Bridge seeks to support Research, Impact, Education, Knowledge Exchange and Civic and Cultural Engagement, and produce and present the University of Plymouth's arts and cultural programme, within the university and beyond, by creating a space where participants feel empowered to share their experiences and ideas by being their authentic self, and to create and share accessible and inclusive opportunities.

The following document describes how we will achieve this aim as a team. To reflect the fluid structure and nature of the work of The Bridge team, we envisage that this document will be reviewed on an annual basis to reflect new knowledge and skillsets.

Team Responsibilities and Equality, Diversity, and Inclusion (EDI) Integration

- **Collective and Individual Responsibilities:** EDI is a collective responsibility of the entire team, with specific duties assigned to individual members where relevant. For example, the Director, who sits on the Faculty EDI committee, will share best practices within that forum. Line managers will ensure EDI considerations are integrated into Performance Development Reviews (PDRs).
- **Alignment with Faculty EDI Strategy:** We are committed to aligning our EDI efforts with the ongoing development of the Faculty EDI strategy. As the strategy evolves, we will integrate its principles and guidelines into our practices, ensuring that our work remains consistent with the broader goals of the Faculty and contributes to its overall EDI objectives.
- **Support for Fair Recruitment Practices:** We will support fair recruitment practices, working within university guidance to identify new and alternative networks and formats for advertising vacancies within the team.
- **Adherence to University Best Practices:** We will adhere to the University's guidance on best practice for alternative formats for line management meetings, workshops, and team meetings.
- **Student Engagement:** We will support and highlight student engagement and voice through placements, experiential education, learning spaces, and professional opportunities, ensuring an inclusive community.

- **Work-Life Balance:** We are committed to supporting flexible work arrangements and promoting sustainable career pathways that accommodate caring responsibilities and accessibility needs.
- **Annual Review and Continuous Improvement:** The Bridge Equality, Diversity, and Inclusion statement will be reviewed annually. We are dedicated to continuously improving our EDI practices, drawing on feedback and insights from our team, collaborators, and stakeholders.

Alignment with Athena SWAN Charter

- **Commitment to Gender Equality:** The team is committed to aligning with the principles of the Athena SWAN Charter. This framework supports and transforms gender equality within higher education and research, addressing not only barriers to women's progression but also broader gender equality issues. We aim to embed these principles across all aspects of our work.

When working with Schools and the wider Faculty we will:

- **Engagement with EDI Resources:** Regularly engage with internal resources such as the University of Plymouth's EDI Team communications, reports, and diversity calendar.
- **Facilitate Collaboration:** Support cohesion and alignment across the faculty and wider university to allow more inter-faculty work and collaboration and contribute to the development of a cohesive EDI strategy for the future.
- **Invite EDI Representatives:** Invite representatives from the University of Plymouth's EDI Team, committees, and School and Faculty EDI Teams to attend The Bridge team meetings from time to time in order to share best practices.
- **Sharing Best Practices:** We will actively share our successful EDI practices and insights with other teams and projects across the university, contributing to a broader culture of inclusivity and innovation.

Through our activity we will:

- **Intersectionality:** We recognise the importance of addressing the unique challenges faced by individuals at the intersection of multiple identities, including gender, race, disability, and socio-economic background. Our EDI efforts will consider these intersectional factors to ensure that all voices are heard and supported.
- **Language and Communication:** Aim to use plain English, avoid jargon, and tailor our language for different audiences. We will also consider alternative formats for communication and applications, such as visual, written, spoken, social media, video, email, and telephone, and will consciously promote how adjustments can be made.

- **Accessibility Audits:** Audit venues and online platforms for their accessibility prior to booking and delivery.
- **Inclusive Practices:** Continue to embed inclusive practices for neurodivergent staff, students, partners, and audiences across resources, processes, learning environments, meetings, marketing, communications, and events.
- **Event Promotion:** Consider how and where we advertise events, including targeted or paid ads to reach new audiences, and investigate the use of bursaries for paid-for events.

Through our interaction with external individuals/organisations we will:

- **Signposting to EDI Policies:** Aim to ensure that external individuals and organisations are signposted to the University's EDI policies as and when it is appropriate to their interaction with us.