

# THE HALLAM EQUITY, EQUALITY, DIVERSITY AND INCLUSION (EEDI) FRAMEWORK

2024 - 2027

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# FOREWORD

Sheffield Hallam University is rooted in the heart of a city with a proud history of social justice. We are a university that aspires to be an inclusive community, one that recognises the importance of equity, stands up for equality and celebrates diversity. An open-minded place, where everyone can thrive and belong.

In 2021 we introduced our five **Hallam Values: Ambition, Collaboration, Inclusion, Innovation and Integrity**, representing the beliefs, philosophies, and principles that we believe can transform lives. Underpinning these values is our vision: “Sheffield Hallam: A Culture of Inclusion”.

We believe striving for greater equity, equality, diversity and inclusion (EEDI) should be central to our mission to transform the lives of everyone connected to Sheffield Hallam.

**Equity** means acknowledging that we all have different needs, so a one-size-fits-all approach won't always work.

**Equality** is rooted in the belief that no one should experience disadvantage or lack of opportunity or outcome because of their identity or background.

We are proud of the rich **diversity** of our community. At Hallam, true **inclusion** means work and learning environments in which people of all backgrounds feel confident in bringing their authentic selves, ideas and perspectives to the table.

We have already made significant progress - as highlighted in our **annual reports**. But there is more work to do.

Our EEDI Framework 2024-27 is the next step in our journey, articulating a vision, aims and objectives that will guide Hallam towards becoming the inclusive university we aspire to be. It describes what success will look and feel like and how we will track progress and evaluate impact. It is intended to be succinct, compelling and engaging, so that everyone understands their part in achieving these ambitions.



**Professor Liz Mossop,**  
*Vice-Chancellor*



# OUR VISION AND AIMS

## Our vision is “Sheffield Hallam: A Culture of Inclusion”.

This means creating a diverse, inclusive and welcoming environment in which everyone feels they belong, irrespective of background or identity.

We have three aims that will act as indicators of the successful delivery of our vision:

- **Experience** - People at Hallam experience an inclusive environment where they feel they belong
- **Visibility** - Our commitment to EEDI is clear, coherent and visible
- **Impact** - We focus on activities that are measurable and have impact

Improvement against key performance indicators is important to us, however, this must translate into a more inclusive lived experience and sense of belonging for all.

Our commitment to inclusion must be evident in everything we do. People both within and outside the University need to see and feel it, and progress towards our vision must be clearly understood and visible.

Our activities will be clear, measurable, and have a positive impact. This focus will ensure that existing work and new activities are aligned and in service of our vision, and that we can evaluate, report on progress and demonstrate impact.



# OUR EQUALITY OBJECTIVES 2024-27

Our Equality Objectives are designed to be more than just words on a page. They are the foundation for agreeing and prioritising the actions we will take to deliver our vision and aims.

The objectives, which set out our ambitions for 2024-27, are that:

- 1. Diversity is celebrated: People feel they belong and can be their authentic selves.** We will create an environment that values a diversity of identities and lived experiences.
- 2. People are engaged and take action to make Hallam more inclusive.** We will ensure collective responsibility for advancing EEDI through collaboration, co-creation and co-ownership.
- 3. Everyone has equality of opportunity, irrespective of background or personal characteristics.** We will work to remove barriers to participation, achievement, development and progression, identifying where they exist and developing interventions to effect change.
- 4. Inclusion is embedded in everything we do.** We will raise awareness, encourage inclusive thinking and planning, and put in place structures which will support effective EEDI activities and decision making across the University.
- 5. Hallam is an exemplar in the Sheffield City Region, the sector and beyond.** We will build our reputation for inclusive practice, for making positive changes for our people, and for our diversity of thought and leadership.



# WHY EEDI IS A PRIORITY FOR HALLAM

## Fairness and Values

We recognise that inequity, inequality and disparity of experience exist both in wider society and in the university. We understand that this affects people's ability to thrive, and we aim to reduce or remove barriers to progress. This is in line with our values and our vision of creating a more inclusive university, and above

all is concerned with fairness. As a public and charitable institution, the University has a responsibility to promote fairness and equality to its diverse population of staff and students, as well as our local communities, national and international partners.

## Legal, statutory and regulatory factors

Under the Equality Act 2010, we have obligations, as both an employer and an education provider, to have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

The Act defines universities as public authorities, meaning we must:

- Publish information to demonstrate our compliance with the General Equality Duty across our functions;
- Prepare and publish equality objectives.

We are also subject to other legislation e.g. freedom of speech and human rights, as well as professional, statutory and regulatory frameworks which require us to ensure and progress aspects of EEDI.

## The business case

Diverse and inclusive organisations are more successful and, increasingly, people expect the organisations they work and study at to be equitable, diverse and inclusive places.<sup>2</sup> Our EEDI framework will support and enhance our ability to attract and retain students and staff, making a valuable contribution to our reputation and financial sustainability.

# LEADERSHIP AND GOVERNANCE

Good leadership and governance are cornerstones of this framework. Hallam’s diverse EEDI Committee will have strategic oversight of the framework and associated delivery plans. We will also ensure that appropriate steering/delivery groups are in place, reporting to the EEDI Committee and onward through university governance as appropriate.

We will ensure that people and groups leading this work are supported and aligned with the vision, aims and objectives set out in this framework. Visibility and transparency are key to ensure that everyone understands the structure and how they can contribute.

Senior leaders will be accountable for EEDI, demonstrating a visible and authentic commitment to a culture of inclusion at Hallam, leading by example and raising the profile of EEDI within and outside the University.





# DELIVERY PLANS

**Our EEDI Framework articulates our vision for a culture of inclusion at Hallam. It describes what we are aiming to achieve and what success will look and feel like.**

Supporting this will be evidence-informed action plans and Key Performance Indicators (KPIs) that mean we can regularly monitor, evaluate and report on progress and impact.

These will be developed – and adapted, where necessary - through collaboration and co-creation so that there is appropriate accountability, ownership and resource allocation to ensure delivery.







# Sheffield Hallam University

Knowledge Applied

The EEDI team at Sheffield Hallam University led the development of this framework. We welcome any thoughts, questions or comments. You can contact us at [eedi@shu.ac.uk](mailto:eedi@shu.ac.uk)

## References

CIPD (2018). Diversity and inclusion at work: facing up to the business case  
<https://www.cipd.org/uk/knowledge/evidence-reviews/diversity-inclusion/>

<sup>1</sup>Journey to Justice (2023)  
<https://jtojhumanrights.org.uk/local-stories/local-stories-posts/sheffield-timeline-equality-and-justice/>

<sup>2</sup>McKinsey & Company (2020). Diversity wins: How inclusion matters  
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>