

Reuben College EDI Action Plan 2025-26

Agreed by Governing Body, 28th May 2025

- Objectives taken from Collegiate University Equality, Diversity and Inclusion Strategic Plan (UCAP) 2024-2027

These being to:

- (1) Strengthen a Culture of Belonging
- (2) Increase staff and student diversity and representation
- (3) Ensure our teaching, research and engagement practices are inclusive
- (4) Support academic and professional leadership

Outcome	Strategic Enabler	Actions	Responsibility and Collaboration	Timescale	Measure or milestone of progress	Targets
(1) Promote awareness, respect and celebration of diversity in an international community	Dedicated College and GCR resources for EDI events	Senior Tutor and GCR VP Community to lead respective communities, to spearhead the organization of 2 college cultural events per term	Joint working between College and GCR on a number of EDI events across the academic year	Academic years 2024-26 ONGOING: 2 CULTURAL DINNERS PER TERM, plus supplementary events (eg HT25, Mosque visit & Holi celebration)	Events to be designed with leadership from relevant communities, participation across all demographics, and for these to become integrated in	UCAP (1): Strengthen a Culture of Belonging High participation rates, increased interest from student body in developing and leading these

					the College calendar	
(2) To consider certification as a College of Sanctuary		To agree resources (including financial and staff) to satisfy requirements for accreditation as a College of Sanctuary	Supported by EDIW and GPC and agreed by GB HT25. College of Sanctuary lead to be appointed if application is successful.	APPLICATION SUBMITTED May '25		UCAP (1) Strengthen a Culture of Belonging and UCAP (2) Increase staff and student diversity and representation
(3) To consider how to meaningfully embed consideration of equality impact in all college decision making	Meaningful Committee consideration	New template adopted 2024-25, with EDIW TT25 making further suggestions for use	All Committees: with EDI recommending practices & procedures	Academic years 2024-26 IN PROGRESS	Consideration of incorporation and engagement with EDI impact	UCAP (3): Ensure our [teaching, research and engagement] practices are inclusive, and UCAP (4) Support academic and professional leadership

<p>(4) To provide a deeper understanding of equality and equity matters to Reuben Fellows [and staff] than that facilitated through [current] annual online training.</p>	<p>Review of all training requirements, effectiveness, and breadth</p>	<p>Inclusive Leadership Programme presentation to GB MT24</p> <p>College 'Mental health First Aid Training' to be offered to all staff and Fellows every other year</p> <p>EDIW TT25 recommendation to alter terms of Equality training requirement for all Fellows, and to consistently incorporate EDI in probationary/renewal conversations</p> <p>EDIW TT25 recommendation, following proposed abolition of Staff Equalities and Welfare Committee, for reporting on staff</p>	<p>EDI Champion: Tess Lambe</p> <p>Senior Tutor & HR Manager (Sept 2023 & 2025)</p> <p>Senior Tutor</p> <p>Bursar</p>	<p>Academic years 2024-26</p> <p>IN PROGRESS</p>	<p>Fellowship engagement & discussion</p> <p>Wider awareness of mental health issues and enabling supportive spaces for relevant conversations</p>	<p>UCAP (1) Strengthen a Culture of Belonging and</p> <p>UCAP (4) Support academic and professional leadership</p>
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		<p>equality matters to be a standing agenda item</p> <p>EDIW TT25 recommendation to reconsider requirements for staff training and to consistently incorporate EDI in probationary conversations and personal development reviews</p> <p>Consideration of appropriate training for all managers [staff]</p>	<p>Bursar & HR Manager</p> <p>Bursar & HR Manager</p>		<p>Training of staff managers</p>	
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