

Our vision is to create a true culture of inclusivity, with the School doing all it can to support career progression for everyone. This vision is reflected in our 95% staff and student representation across all protected characteristics (Inclusive Sussex).

- An overarching vision is a true culture of inclusivity, with the School doing all it can to support career progression for everyone.

We will:

- Achieve equality of female representation at all School-supported seminar series and events, and a fairer representation of all protected groups.
- On all school committees (student and staff), achieve representation that reflects the diversity of our staff/student groups; invitations and job descriptions for specific roles will make this explicit.
- Commit to equality of opportunity for those joining the School (student admissions and interview committees), at every step, including e.g.
 - inclusive language and unconscious bias training for all School members assessing applications and conducting interviews;
 - overhauling job adverts/descriptions in line with best EDI practice.
- Strive towards equality of attainment for those belonging to and leaving the School, including employment outcomes for our students and career progression for our employees. The aim will again be to secure fair opportunities, and this will include e.g.
 - surveying attainment gaps for students across protected characteristics, for instance those belonging to ethnic minorities, whether UK, EU or overseas;
 - addressing any disproportionate attrition;
 - providing financial support for students whose background prevents them taking part in opportunities such as field trips;
 - an appraisal and promotions policy with transparent and clear rules for all staff, including academic, professional and technical services, and with a system that looks across the board at salaries in the light of gender and protected characteristics, and provides opportunities to

- E