

2024-25 EDI priorities for Business School, submitted by Rebecca Smith

| Priority | Planned actions | Rationale (including baseline data) | Responsible | Timeline (including milestones) | Measure of success (including key metrics) | End of year review and update (RAG rated) |
|----------|---|---|-------------------------------------|---------------------------------|---|---|
| 1. | Development and Fulfilment: Create a D&F intranet, clearer criteria for academic promotion, create "My Journey" storyboards | Based off interview analysis as part of Culture Taskforce design thinking project | Associate Dean EDI, EDI Manager | Oct 25 – Jan 26 | TBD – all actions are in a final buy-in stage from Dean and Vice-Deans; once we have approval we can set success measures | |
| 2. | Inclusive Identity: revamped staff induction process, introduce induction passport | Based off interview analysis as part of Culture Taskforce design thinking project | Associate Dean EDI, EDI Manager | Oct 25 – Jan 26 | TBD | |
| 3. | Performance: Review of School's academic promotion process, roll out job crafting workshop, pilot job shadow scheme | Based off interview analysis as part of Culture Taskforce design thinking project | Associate Dean EDI, EDI Manager | Oct 25 – Jan 26 | TBD | |
| 4. | Selection: introduce Inclusive Recruitment champions, collate guidance on inclusive recruitment best practice and better promote to hiring managers; create guidance where this doesn't already exist | Based off interview analysis as part of Culture Taskforce design thinking project | Associate Dean EDI, EDI Manager | Oct 25 – Jan 26 | TBD | |
| 5. | <p>EDI Committee priorities for 2025:</p> <ol style="list-style-type: none"> 1. Culture Taskforce action plan (1-4 in current document) 2. Improving EDI comms and embedding into wider School activity/teams 3. Bullying and Harassment <p>The actions are not finalised yet as this is an ongoing discussion</p> | Based off survey of EDI Committee members | EDI Committee Co-Chairs and members | August 2025 | TBD | |