

Equality, Diversity and Inclusion Priorities

Business School 2025-2026

Roles

Associate Dean People & Culture – Sankalp Chaturvedi
 Director of Education Quality – Karen Tweddle
 EDI Committee Co-Chairs – Laure de Preux and Anique Varleigh
 Head of Culture & Inclusion – Rebecca Smith
 Head of People Partnering – Laura Honey

Planned Actions & Rationale

Priority Area	Planned Actions	Rationale
Athena Swan Silver Application Owner(s) – Director of Education Quality, Associate Dean People & Culture, and Head of Culture & Inclusion	<ul style="list-style-type: none"> • Finalise self-assessment data and evidence for gender equity. • Conduct focus groups to capture lived experiences. • Draft and review Silver submission with departmental input. • Align departmental actions with institutional gender strategy. • Submit by deadline and prepare for feedback. 	Achieving Silver demonstrates sustained progress in gender equality and institutional cultural change, strengthening reputation and accountability.
Taskforce Action Plan (TAP Priorities) Owner(s) – Associate Dean People & Culture, EDI Committee Co-Chairs, and Head of Culture & Inclusion	<ul style="list-style-type: none"> • Review and align TAP priorities with institutional and School strategy. • Allocate leads/owners for implementation and measurable KPIs. • Conduct quarterly progress reviews. • Communicate progress across internal EDI channels. 	Ensures accountability and systematic progress towards institutional EDI objectives, reinforcing transparency and strategic alignment.
Bullying & Harassment (B&H) Flow Chart Owner(s) – Associate Dean People & Culture	<ul style="list-style-type: none"> • Review and implement a clear flow chart outlining reporting and support processes. • Get sign off from School stakeholders; HR and Richard • Pilot and refine based on feedback. • Publish and promote through people and culture newsletter and suggest all line managers share with all teams and as a part of the induction process? 	Increases awareness of reporting processes, encourages confidence in institutional mechanisms, and supports a safe, inclusive environment.

<p>SSAG Action Plan</p> <p>Owner(s) – Head of People Partnering and Associate Dean People & Culture</p>	<ul style="list-style-type: none"> • Review Staff Survey Advisory Group outputs. • Prioritise any EDI-related areas. • Report progress to management board and the wider School community • Establish a timeline and roll out 	<p>Maintains visibility and accountability for collaborative inclusion work between staff and students, ensuring meaningful change.</p>
<p>History Month Events and Related Actions</p> <p>Owner(s) – Head of Culture & Inclusion</p>	<ul style="list-style-type: none"> • Deliver events to align with the central university EDI calendar (Black History Month, Disability HM, LGBTQ+ HM, Women @ Imperial Week, Mental Health Awareness Week) • Partner with staff networks and student societies. • Commit to an action to support the respective group in addition to the event (to avoid tokenistic events). • Evaluate participation and impact post-event. 	<p>Celebrates diversity, promotes inclusion, and enhances belonging through community-building while raising awareness of issues faced by minoritised groups.</p>
<p>Diversity of Recruitment Agencies/Temp Workers</p> <p>Owner(s) – Head of Culture & Inclusion</p>	<ul style="list-style-type: none"> • Identify what data can be collected from agencies and set up data collection agreements <p>The project cannot progress if/until this is finalised. If successful, then:</p> <ul style="list-style-type: none"> • Audit current agencies for EDI commitments. • Partner with diverse recruitment suppliers and raise awareness amongst line managers • Embed inclusion criteria into procurement contracts. • Create a system to track diversity of temporary hires and review annually. 	<p>Broadens access to opportunities, supports fair recruitment, and demonstrates institutional commitment to equality in hiring practices.</p>
<p>Supporting REC (Race Equality Charter) Application</p> <p>Owner(s) – Associate Dean People & Culture, Head of Culture & Inclusion, REC SAT Co-Chair (Anique Varleigh) and EDI Committee</p>	<ul style="list-style-type: none"> • Form REC working group and gather race equality data. • Conduct staff/student surveys and focus groups. • Map existing EDI activity against REC principles. 	<p>Strengthens institutional accountability and progress on racial equity, aligning with national benchmarks and best practice.</p>
<p>Recruitment of Black Academics and Support Package</p>	<ul style="list-style-type: none"> • Develop targeted recruitment campaigns. • Create/formalise onboarding and support programmes. 	<p>Addresses underrepresentation and builds an inclusive academic</p>

Owner(s) – Associate Dean People & Culture, Head of Culture & Inclusion	<ul style="list-style-type: none"> • Ensure equitable progression and research support. • Monitor retention and advancement data. • Build an alliance of UK universities who are interested and want to be active in this space, similar to the PhD Project in America. (capacity pending) • Explore how this could be rolled out for PhD students, addressing issues earlier in the pipeline. (capacity pending) 	workforce, improving staff diversity and student experience.
Mental Health Skills for Managers Training Owner(s) – Head of Culture & Inclusion	<ul style="list-style-type: none"> • Deliver accredited mental health training to managers. • Integrate into leadership development programmes. • Provide refreshers and online resources. 	Enhances managerial capacity to support staff wellbeing, fostering a healthy, inclusive, and productive workplace culture.
Neurodiversity (staff) Owner(s) – EDI Committee and Associate Dean People & Culture	<ul style="list-style-type: none"> • Develop a neurodiversity inclusion framework for staff. • Review recruitment and adjustment processes. • Offer awareness training for staff. • Establish peer networks or communities of practice. 	Promotes accessibility and understanding for neurodivergent individuals, fostering innovation and inclusivity.
Diversity of students – socioeconomic background (capacity pending) Owner(s) – TBC	<ul style="list-style-type: none"> • Increase the diversity in terms of socio-economic background among our students. • Explore the creation of a scholarship scheme 	
Inclusivity of Exhibition Road (capacity pending) Owner(s) – TBC	<ul style="list-style-type: none"> • Review inclusivity of Exhibition Road, particularly the crossing between Business School buildings Complete an Equality Impact • Assessment to determine if/how this is affecting marginalised groups 	