

Southampton Solent University Equality and Wellbeing Six Pillars

Where everyone belongs, can express their true selves and thrive

At Solent University, we are proud of our commitment to Equality and Wellbeing. Our vision for Equality and Wellbeing is a strategic, university-wide approach that ensures everyone is supported to thrive, succeed and achieve their potential in a way that resonates with them. To achieve this, we have developed a clear statement of commitment toward Equality and Wellbeing which serves as the foundation for creating an inclusive and thriving University community.

Our comprehensive Equality and Wellbeing plan comprises four key strands:

Statement of Equality and Wellbeing:	Ambitions Aligned to the Six Pillars:	Accompanying Actions and Success Measures:	Governance:
<ul style="list-style-type: none"> • We articulate our commitment to this vital work, ensuring that it permeates every corner of our institution. • Our aim is to create an environment where everyone feels valued and respected. 	<ul style="list-style-type: none"> • Our aspirations are aligned with the Six Pillars of Equality and Wellbeing, which provide a strategic framework. • These pillars guide our actions, fostering a thriving University community. 	<ul style="list-style-type: none"> • We implement specific actions that contribute to our goals. • Measurable targets ensure accountability and progress. 	<ul style="list-style-type: none"> • Our governance structure supports and oversees the implementation of Equality and Wellbeing initiative and actions. • Transparency and inclusivity are at the core of all our decision-making processes.

Together, we endeavour to build a more equitable, empowered, and thriving University experience.

**This is who we are,
what we stand for
and why we all matter.
We are Southampton Solent University.**

Our Statement of Equality and Wellbeing

We recognise that true excellence flourishes in an environment where every individual feels valued, respected, and empowered. We want to create a University community that champions both Equality and Wellbeing, ensuring that everyone can thrive and contribute their unique perspectives.

We achieve this through our **Six Pillars of Equality and Wellbeing**



Together, we build a resilient community that celebrates diversity, champions wellbeing, and ensures that every voice is heard.

Ambitions aligned to our Six Pillars of Equality and Wellbeing

Our commitment to Equality and Wellbeing is anchored in our **Six Pillars of Equality and Wellbeing**. These pillars serve as the supportive framework that underpins our ambitions.

Culture of equity, inclusion and belonging	Wellbeing and accessibility	Student success and engagement	Community and collaboration	Leadership	Evaluating outcomes
Create and sustain a culture of equity, inclusion and belonging, where all concerned with the University can bring their authentic selves, no matter how they identify; where they can feel valued and respected in an environment that supports and nurtures them.	Take a strategic and university-wide approach to mental health and wellbeing that ensures students and staff are supported to thrive, succeed and achieve their potential.	Adopt a holistic, intersectional approach to developing and sustaining an inclusive learning environment where all our students can succeed, thrive and become socially responsible graduates.	Develop strong networks and partnerships through mutual respect and collaboration by cultivating an environment with inclusion embedded at its core.	Strengthen our governance and reporting structures through an intersectional, holistic approach to promoting and sustaining equality, diversity, inclusion and belonging for all concerned with the University.	Transparent in highlighting how we evaluate our progress on diversity, inclusion and belonging.

Accompanying actions and success measures

Our commitment towards equality and wellbeing will be assessed based on the acknowledgement we receive from employer recognition programmes and charter marks including:

- Achieving Student Minds Mental Health Charter status by 2024/25
- Achieving University of Sanctuary status
- Achieving NCPPE Silver by 2022 for public engagement
- Achieving Concordat for Early Career Researchers by 2025
- Maintaining our Disability Confident Employer status
- Maintaining our Race Equality Charter Bronze Award
- Following a University-wide approach to mental health and wellbeing informed by the UUK Stepchange framework and the Health and Safety Executive's management standards

Governance

Regular monitoring, evaluation and oversight of the equality and wellbeing action plan is provided by equality and wellbeing leads to the Equality and Wellbeing Committee which is chaired by the chief people and culture officer.

Equality and wellbeing leads include representatives from Solent's student success, communities development, people and development and inclusive curriculum teams; these teams take specific actions to work towards our equality and wellbeing goals.

To ensure agility, visibility and engagement with equality and wellbeing matters, a quarterly equality and wellbeing action plan update report is provided to a variety of University committees including the Health and Safety Committee, Research and Innovation Committee, and People and Culture Committee, as well as being published on our equality and wellbeing web pages.

Your thoughts matter

If you'd like to find out more about our approach towards equality and wellbeing, please email EDI@solent.ac.uk

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