

School of Chemistry
Strategy for Equality, Diversity and Inclusion (EDI)
(2022-2027)

This strategy forms part of the overall University of St Andrews approach to EDI. In that context this document should be read in parallel to the University of St Andrews strategy ([2022-2027](#)) and the School of Chemistry Strategic Plan ([2000-2025](#)). Both of these strategies have EDI as a major aspect. We also adhere by the University of St Andrews policies in the area.

This strategy document expands on our vision for EDI within the School, identifies our values and describes the priorities for the School for improvement in the next five years. The goal of the strategy is to provide a framework by which we can improve the diversity of our School in all areas as appropriate. We recognise the challenges associated with diversity in all its forms but understand that without an improved diverse student and employee base we will not be serving society properly.

Our vision is that the School of Chemistry will be a beacon of inclusivity, placing diversity and equality at the centre of everything we do and creating an environment in which all can flourish and realise their potential. We believe we will be successful as a School of Chemistry only if we can attract and retain talented people with a broad range of backgrounds and if we value and mobilise the abilities of all of our staff and students. In formulating this vision, we agree to adhere to the following values:

- **Our community** – We strive to live by the principle of *Getting it Right for Everyone in Our Community*. We value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.
- **Behaviours** – We will act as role models and champions. Individually and collectively, we will uphold our shared vision and stand up for behaviours that align with our vision and challenge behaviours that don't. We abhor discrimination in all its forms and will challenge it whenever we see it and adopt a zero-tolerance approach to discrimination.
- **Progress** – Data will be central to our decision making in helping us measure and drive change. We won't stop listening and learning and will be honest and transparent about our progress.

To fulfil the vision we have identified the following priorities for action.

1. Improving our governance and identification of best practice

We will do this by:

- Developing EDI as a central tenet of the School by ensuring our governance structure is appropriate and evolves as required.
- Ensuring that our pipeline of actions is strong by empowering our staff and students to contribute and provide ideas by giving increased opportunity to contribute to the debate.

- Prioritising the proactive search for and sharing of best practice, whether it is internal or external to the University.

2. *Improving our culture of equality and diversity*

We will do this by:

- Developing a SMART action plan with specific, data-driven actions to improve our culture.
- Widening participation of staff and students by formalising responsibilities to support the actions required.
- Improving our measurement and reflectiveness, in order that we understand the effects our actions have had on our culture.
- Listening and learning about individual issues through enhanced annual reviews, proactive use of the workload model, culture surveys and other mechanisms.
- Ensure that all communications have EDI in mind at all times.

3. *Improving our representation and communication*

We will do this by:

- Monitoring our UG recruitment processes to ensure that we continually develop diversity of our student body
- Improving our PGR recruitment to increase diversity of students on our PhD degrees
- Improving our postdoctoral and academic staff recruitment processes by introducing a checklist to ensure that advertising is appropriate for attracting a diverse workforce
- Developing a communication plan that prioritises availability of information for students and staff. This will be completed by developing an enhanced website and by direct communication and through social media.

4. *Improving our staff career development and progression*

We will do this by:

- Improving our induction process to emphasise EDI values, policies and processes.
- Introducing a Promotions Committee to proactively approach staff to encourage promotion applications.
- Developing a mechanism by which external recognition (fellowships of national academies, prizes and awards from external bodies) is promoted.
- Making applying for maternity, paternity, adoption or shared leave easier by providing mentors so that the applicants are as well informed as possible.
- Easing return from parental leave by continuing mentorship until full time working is resumed.

5. *Ensuring equity of individual experience*

We will do this by:

- Embedding *Getting it Right For Everyone in our Community* as an important principle that we live by.
- Ensuring that personal wellbeing is promoted through the wellbeing group
- Informing staff and students about specialist support available in areas such as disability, menopause, men's health etc
- Treating complaints about breaches of policy (such as bullying and harassment) seriously and informing them of University policy and progress in a timely manner.

Measurement of progress will be led by data as far as possible. We will use the University Culture Survey to inform our priorities. We will prioritise external validation (through, for example, the Athena SWAN process) as a way of confirming progress.