NEW ENGINEERS
FOR A CHANGING WORLD

A Culture of Inclusion
NMITE's EDI Strategy

Foreword

NMITE was created to educate innovative, diverse, and socially aware change makers. From our educational offer, our organisational culture, and relationship with the external world, NMITE aims to have a welcoming, friendly environment where there is no room for intolerance, prejudice, or exclusion.

But it is also our commitment to positively contribute to, and help change, an engineering profession that is more representative of our society. A huge challenge, but one we are willing to tackle head on, as we truly believe that the challenges faced around the world, require diverse solutions, which can only come from diverse thinkers with diverse ideas.

And to achieve this, the following strategy firmly states our collective ambition to build a diverse and inclusive community that actively seeks to attract, recruit, support and promote talented individuals from all different backgrounds and heritages. We have committed to reducing the gender disparity seen in engineering, attracting people from different backgrounds, and supporting different social identities, LGBT+ and disabled communities, at NMITE and as part of being in Herefordshire. EDI cannot be delivered by one individual or a single committee, but we can each make a tangible difference.

EDI is the responsibility of everyone at NMITE, and those associated with us, and requires a strong commitment and concerted action to make this a truly inclusive environment for all. This is an ongoing journey where everyone has a part to play.

It is my personal commitment to ensure that we live these values; that NMITE reflects the rich diversity of society; that individual uniqueness is celebrated, embraced, and empowered; and that you, whoever you are, know that there is a place for you to learn, collaborate, and grow with us.

-Elena Rodriguez Falcon, President &
CEO of NMITE and Member of the NMITE EDI Steering Group
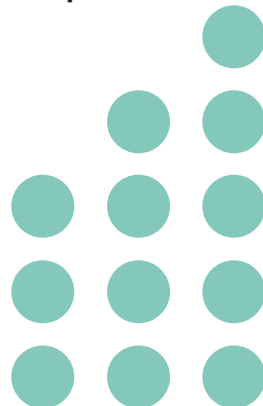
Strategy, Culture and Commitment

This Equality, Diversity, and Inclusion (EDI) Strategy sets out our approach for the next five years. It is a declaration of our strong commitment to promote EDI throughout NMITE and the wider community.

Our Vision

NMITE is a beacon of best practice providing an inclusive community in which everyone feels valued, differences are celebrated, individuality is respected.

Our Mission

Equality, diversity, and inclusion are core values within NMITE, and our mission is to act with integrity, taking positive action to create and nurture an inclusive culture that supports choice, opportunity, achievement, and excellence. Developing and embedding a culture and community which values, respects and celebrates diversity and making NMITE a place where people want to work and study.

Our Values

We believe that all members of the NMITE community have the right to:

- Be treated fairly, respectfully and with dignity

- Work in an environment of openness and transparency

- Be recognised for the contribution they make and valued for who they are and what they will become

- Be supported within their work, study, and life throughout NMITE and the wider community.

- Be provided with fair, equal, and accessible facilities and services

- Be provided with development opportunities wherever possible for the growth of understanding and awareness of equality, diversity, and inclusion
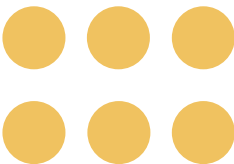
"*Make no mistake our commitment to EDI is not a tick box exercise. We unconditionally support our people to be proud of their social identity and we strongly enforce our zero tolerance policy towards anyone who attempts to undermine another's social identity. We have committed to our strong stance on EDI because being part of NMITE is about achieving and thriving, achieving from an academic perceptive and thriving from personal perspective, unconditional acceptance helps that journey*"

- Neville Meredith, Member of the NMITE EDI Steering Group

3 Years - Building Strong Foundations

Our Strategic Goals

NMITE aims to demonstrate visible leadership and accountability at all levels to ensure ownership and commitment to promoting equality and valuing diversity. As part of NMITE's annual EDI action plan, which will set the benchmark for NMITE's progress, we will maintain a supportive and safe working, learning, and social environment in which the rights and dignity of all are respected.

To achieve this our three-year strategy shall ensure the following strategic goals are met:

1
Ensure that policy and infrastructure formulation reflect the diverse needs of the NMITE community

2
Create an environment that encourages and supports all staff and students to realise their full potential, free from barriers of prejudice and discrimination

3
Attract and select a diverse range of talented people to work and study at NMITE

4
Ensure inclusive and accessible physical spaces and virtual environments

5
Create an environment that encourages and supports all staff and students to actively contribute to NMITE

6
Promote dignity, respect, and understanding within NMITE and the wider community

"At NMITE we passionately believe that our learning and working environment is enriched by us working together to create a culture in which every member of the NMITE community is accepted, respected and the different contributions that each of us brings is valued."

- Mary Kenyon-James, Head of Student Experience & Member of the NMITE EDI Steering Group

Roles and Responsibilities

Creating the right culture means aligning our culture to our core values and ensuring that every member of our community understands their contribution.

The Board of Trustees has ultimate accountability for compliance with the NMITE's equality obligations. The President and Chief Executive and the Chief of External Engagement have overall formal responsibility for the strategy. Day to day operational responsibility for the implementation of this strategy has been delegated to the Equality, Diversity, and Inclusion Steering Group.

For students and staff, this means that you:

Are familiar with Equality, Diversity, and Inclusion Policy

Understand NMITE's values and how they contribute to our culture

Actively and positively engage in development opportunities to widen your knowledge of EDI

Challenge or report unacceptable behaviour in accordance with the procedure laid out in the Equality, Diversity, and Inclusion policy

For Managers, this means that you:

Set an example by treating all members of the NMITE community with dignity and respect and challenge unacceptable behaviour

Ensure the promotion of the Equality, Diversity and Dignity Policy

Ensure the reporting procedures for unacceptable behaviour are known to all staff and students

Present staff with information about employment rights as defined within NMITE policies

Deal with complaints fairly, thoroughly, and confidentially in line with the relevant policies

For the EDI Steering Group, this means it shall:

Receive a higher level of EDI training to enable them to be role models, positively and actively promoting EDI throughout the NMITE community and with partners

Ensure that all policies, procedure, and activities have an Equality Impact Assessment to eliminate any potential discriminatory conduct

Support the co-ordination of the NMITE EDI calendar and promotional activities

Monitor diversity data, highlighting EDI trends and recommend best practice solutions.

"*The development of a positive culture at NMITE is essential. This can only be achieved if we embrace diversity and equality, allowing our students and staff to achieve their potential, in a safe place where their voices are heard equally.*"

- Samantha Lewis, HR Director & Member of the NMITE EDI Steering Group
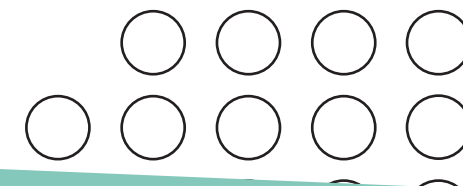
The Legal Context Behind the Strategy

This Strategy is underpinned by The Equality Act 2010, which came into force on 1 October 2010, and the Public-Sector Equality Duty, which came into effect from 5 April 2011. The Equality Act identifies 9 'protected characteristics. It is against the law to discriminate against anyone on the grounds of their:

- Age
- Disability
- Race/Ethnicity or National Origin
- Gender Reassignment/Identity
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Religion or Belief (including non-belief)
- Sex
- Sexual Orientation

The Public Sector Equality Duty was created by the Equality Act 2010 and replaces the race, disability, and gender equality duties. The duty came into force in April 2011 and covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. It applies in England, Scotland and in Wales. The general equality duty is set out in section 149 of the Equality Act. In summary, those subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The duty to eliminate discrimination in the area of employment, also covers marriage and civil partnership. In line with our values, NMITE will take seriously any breach of these requirements.

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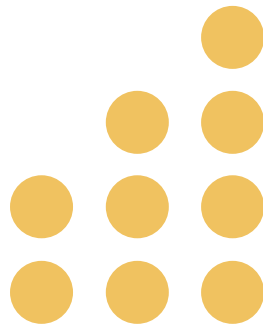
Appendix 1 - EDI Steering Group Membership

The NMITE EDI Steering Group's membership is made up of members of the NMITE team and the greater Herefordshire community. Over time the group will grow and its members will change to ensure that as many voices and ideas as possible can be heard. This ideology is key to the success of the EDI Steering Group. As NMITE continues to grow the membership of the EDI Steering Group will also expand to include NMITE learners.

As of this document the members of the EDI Steering Group are as follows:

Co-chairs Lauren Fosterjohn, Communications Associate and Ollie Parry, Marketing Associate (Creative)

Elena Rodriguez-Falcon, Chief Executive Officer

Samantha Lewis, Director of HR

Pooh Ling E, Associate Professor, Learning & Teaching Lead (Tutoring)

Mary Kenyon-James, Head of Student Experience

Gemma Morton, Receptionist & Office Administrator

Nadia Kourra, Associate Professor

Neville Meredith, Senior Equality and Cohesion Officer and Prevent Coordinator (Herefordshire Council)

Mark Fisher, Student Support Manager

Charlotte Williams, Student EDI Ambassador