



Inclusivity Toolkit

The Inclusive Participation Policy was embedded in 2017/18 to try to support activity groups to tackle barriers to inclusion within their own groups. Actively tackling barriers through the actions below should help you to support those that are having difficulties accessing activity groups. People who have any of the protected characteristics as referenced by the Equality Act 2010 tend to face more barriers when accessing opportunities. The nine protected characteristics include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. In a university setting, we also recognise mature students, those with dependants, estranged students, care experienced, commuter students, first in their family to go to university, international students and those from a working class background.

Activity Group:			
Action	Guidance	Who can help me do this?	Completed
Create an inclusivity rep role on your committee		Student Engagement Coordinators (activities) – Alex, Charlie and Danielle.	
Start a conversation about inclusion, equality and diversity with your committee		Your committee	
Audit your members around barriers to accessing your activity group		Your committee and members	
Audit the diversity of your members and find out the gaps		Your committee and members	
Run an inclusivity campaign e.g. out in sport		Student Engagement Coordinator (Campaigns) - Raph	
Run a collaboration inclusion campaign with another society		Another activity group Student Engagement Coordinator (Campaigns) - Raph	
Run an event based around inclusion		Events coordinator – Natalie	
Tackle a barrier using the method in the Inclusive Participation Policy		Your committee Student Engagement Coordinators (Activities) – Alex, Charlie and Danielle.	
Deliver training to other groups on your inclusivity initiatives		Student Engagement Coordinators (activities) – Alex, Charlie and Danielle.	
Add your own...			



Inclusivity Toolkit

Action	Guidance	Who can help me do this?	Completed
Add your own...			