

# Report Summary

At the University of Suffolk, we continue to place Equality, Diversity and Inclusion (EDI) front and centre of the work we do. Embedded as one of our six core values, we strive for the University to be recognised as an institution with EDI at its core. We are proud that once again our highest scoring areas in our annual staff survey (the things we do best at the University of Suffolk) relate to inclusion, acceptance of difference, and respect. With high participation rates in our survey and high outcomes in relation to our core set of EDI-related questions, we can feel confident that we offer an authentically positive experience at the University of Suffolk. Our EDI journey has been expanded in 2023/24 with additional focus on the

importance of belonging. We want all students and staff to connect and belong and this is an area of importance to us (as an educator and employer) as we look ahead. Alongside a number of EDI initiatives undertaken during 2022-23 we achieved the Athena Swan Bronze level accreditation. We also completed a comprehensive review of our pay and grading structure and we continue to review our recruitment processes to ensure they are inclusive and fair, to attract and retain the best people, to encourage a diverse workforce, and to be an employer of choice. We recognise there is further work to be done and we strive to reduce our gender pay gap.

## GENDER BALANCE

Percentage of male and female employees at the University of Suffolk

### Gender split

Women 68%      Men 32%

