

THE AWARDS 2021

Outstanding Contribution to Equality, Diversity and Inclusion

Institution name	University of St Andrews
Submission title or project name	The People Strategy
Nominee/key personnel	Professor Ruth Woodfield, Assistant Vice-Principal Diversity
URL	
Submission	<p>The People Strategy enables the University of St Andrews' strategic objective of being a 'beacon of inclusivity'. It's Action Plan allows us to demonstrate our commitment to equality, diversity and inclusion (EDI) with the aim of helping us to welcome, value and empower staff and students.</p> <p>Drawing on our largest ever staff and student consultation where over 1,000 participants generated over a million words, the People Strategy Action Plan sets out a comprehensive, evidence-based and systematic commitment to furthering EDI at the University. The consultation has empowered staff and students to talk about diversity and inclusion, and informs our institutional priorities. The People Strategy is rooted in the St Andrews community, and is delivered through collaboration between central units working together with all academic Schools.</p> <p>The People Strategy has led to the development of more progressive, inclusive policy and practices, many of which represent and inform sector best practice.</p>