

# THE AWARDS 2020

## Outstanding Contribution to Equality, Diversity and Inclusion

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| <b>Institution name</b>                 | University of West London  |
| <b>Submission title or project name</b> | Opportunity for all  |
| <b>Nominee/key personnel</b>            | Adrian Ellison; Marion Lowe; Neil Henderson  |
| <b>URL</b>                              |  |
| <b>Submission</b>                       | <p>The University of West London's five-year strategy 'Ambition 2018' and its successor 'Achievement 2023' have at their heart the aim of achieving a fundamental transformation of the student experience and enhanced development for all staff.</p> <p>As part of an initiative to provide 'opportunity for all', a fundamental review of our approach to equality and diversity was undertaken, aimed at delivering the university's intention to 'create an environment of respect where all are treated equally and where staff and students can reach their full potential'.</p> <p>As a result of UWL's measures in staff recruitment and internal promotion, it now has one of the most ethnically diverse staff profiles in the UK at all levels, with a very low median gender pay gaps. Student initiatives have improved BAME student attainment and completion rates dramatically, thereby, improving the life chances of some of the most diverse and disadvantaged students in the UK.</p> |