



HARTPURY
UNIVERSITY
AND COLLEGE



Inclusivity Scheme 2025- 2030

About Hartpury

Hartpury's roots date back to 1948, when we were established to promote agriculture and train local workers to farm the land and look after their animals more productively. Today, over 75 years later, Hartpury is unique, comprising two outstanding specialist institutions – Hartpury University and Hartpury College – with a shared strategy, campus, and parity of esteem. Hartpury 2030 provides a high-level view of our overall direction of travel and will be underpinned by more detailed enabling strategies and plans. Our three Strategic Priorities describe Hartpury's key focus areas and our three Underpinning Themes are the "golden threads" that run through all we do.

Our mission is to deliver outstanding University and College education in land-based, sport & related disciplines, to equip our students with real-world skills for the benefit of local, regional, national & global communities.

We are a diverse learning community of over 4,600 ambitious students, and our staff are experts in their field. We offer a range of qualifications for those aged 16 upwards, designed to suit different learning styles and abilities. Our outcomes for students are exceptional, with the majority progressing into employment or university-level study.

Hartpury offers qualifications in our specialist areas of agriculture, animal, equine, sport, business and veterinary nursing.

We have excellent connections with some of the world's biggest names and brands. We're also rated among the best in the UK for teaching quality. The University holds triple Gold in the Teaching Excellence Framework. The College is an Ofsted Outstanding college.

By 2030, we will be the UK's leading provider of higher and further education, and a creator of world-recognised research, in our specialist areas. Our international community will be supported by an inclusive environment that empowers our people to fulfil their potential, initiate change, and positively impact the future of our planet.





Hartpury's 2030 three key strategy priorities:

Passion

Committed to teaching excellence, igniting a passion for learning, nurturing achievement, and shaping the workforce of the future.

People

We invest in great people and provide an environment for them to achieve and flourish.

Place

Our campus will underpin an outstanding student experience both inside and outside of the classroom.

VALUES

EXCELLENCE

We strive for excellence in everything we do & uphold high academic standards across all our activities.

NURTURING

We support each other, embrace & celebrate difference & act with integrity to benefit society & the environment.

AMBITIOUS

We encourage and demonstrate a desire to succeed through dedication and perseverance.

RESPECTFUL

We show consideration for staff & students, promoting freedom of expression and creating a safe and inclusive campus

EMPOWERING

We support students and staff to reach their potential & pursue opportunities that positively impact our communities & wider society.

Our Commitment

Our vision of equity, diversity and inclusivity is an integral part of our practices and embedded in all that we do. We strive to build an enabling environment free from prejudice, discrimination and harassment. We work to recognise and support the diverse needs of our staff, students, and stakeholders. A diversity of perspectives and lived experiences is essential to underpinning the exchange of ideas, innovation and debate that is at the heart of our community. We are committed to creating and maintaining an inclusive learning and working environment, where all members of Hartpury can flourish and reach their full potential.

Our Inclusivity Scheme 2025-2030 sets out our commitment to creating and sustaining a positive, supportive working environment where all staff and students are equally valued and respected. It is set within the context of Hartpury's values and as articulated in the Hartpury 2030 strategy. The Inclusivity scheme sets out Hartpury's approach to eliminating discrimination and celebrating diversity. Our Single Equality & Inclusivity Action Plan & Objectives sets out in greater detail our activities for the current year.





Our Themes and Objectives

Our Inclusivity Scheme for 2025–30 focuses on four interlocking themes:

Empower our community to embrace equality

We are committed to ensuring that all members of our community are aware of their individual and collective responsibilities and legal duties in relation to EDI. We are committed to increasing equality of opportunity and outcomes.

Celebrate and recognise the strength of diversity

We will increase our understanding of EDI and the challenges that our students and staff may face, nurturing, supporting and enabling them to succeed through staff and student surveys, awareness raising events and networks.

Promote an Inclusive Culture

We promote inclusive learning and working cultures, where everyone can flourish. This is the responsibility of all members of the Hartpury community and is demonstrated through actions and behaviours with the integration of EDI into initiatives and activities across Hartpury.

Apply zero tolerance to all forms of harassment and discrimination

We enable an inclusive environment where everyone can feel inspired to make a difference and where bullying and harassment, discrimination and hate crime are challenged, reported and action taken.

Legislative context and non-adherence

As a public sector body, Hartpury is required to meet the requirements of equality legislation outlined below. Our Inclusivity Action Plan is one of the ways in which Hartpury strives to meet, and go beyond its legal equality obligations to:

- eliminate discrimination, harassment, victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between those who share a protected characteristic and those who do not.

Responsibilities

The Vice Chancellor, Executive Principal and CEO is responsible for equality and diversity at Hartpury.

The Equality, Diversity and Inclusivity (EDI) Forum will monitor the Single Equality & Inclusivity Action Plan and Objectives, identify issues and make recommendations to the SMT and Corporation.

The Executive team is responsible for ensuring appropriate equality action plans are in place, that action is carried out and followed up and that equality of opportunity is promoted.

Hartpury managers are responsible for ensuring improvements and action plans are implemented and met, and that they operate fair and consistent management practices in both curriculum management and staff management.

All members of the Hartpury community have a responsibility to uphold Hartpury's commitment to equality, diversity and inclusivity by:

- Treating students, staff and visitors to Hartpury with dignity and respect in line with our values and behaviours.
- Not engaging in, colluding in or encouraging behaviour that constitutes unlawful discrimination under the Equality Act.
- Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations.
- Actively working to support an inclusive environment in their day-to-day activities and engaging in wider inclusivity initiatives.

Monitoring, reporting and publishing

Our staff and students have told us that they want the Hartpury's actions to address equality, diversity and inclusivity to have much greater visibility and transparency.

- The EDI Forum will review the Inclusivity Scheme and single equality and inclusivity action plan on an annual basis to measure progress against objectives and to identify new actions, as appropriate, for the coming year.
- As part of this review, we will use key data benchmarks to measure our progress which will be included in our reports to the EDI Forum.
- We will also assess data from annual surveys, including the Staff Survey and Student Surveys, looking at protected characteristics and engage in an ongoing dialogue with our staff and student networks.
- The Inclusivity Scheme will be published on our website, and we will also provide staff and students with updates of progress against our objectives.
- Each academic year the EDI Forum will produce an annual report with appropriate recommendations to the Executive Team and Governors.

Appendix 1 The nine protected characteristics – our approach

Age

Our commitment

Hartpury is committed to equality of opportunity for our students and our staff regardless of their age. Our aim is to enable all students to access learning and to improve their personal and professional development, their employability and their chances of success. We will continue to work to narrow age related success gaps.

Our recruitment methods and employee support will reflect best practice. We will create opportunities for staff to have a voice via the staff forum and will work to develop excellent professional development and progression opportunities to evolve staff careers, irrespective of their age. We will act firmly to eliminate any unfair behaviour arising from differences in age.

Our context

Hartpury welcomes students and staff of all ages. However, government priorities and funding agendas often differentiate between the needs of young people and those over the age of 19, leading to varying levels of provision and support across age groups. We are committed to minimizing barriers to access for adult learners and supporting all students, regardless of age, in their educational and career progression. Gloucestershire has a lower proportion of 0-19 years olds when compared to the national figures, while the proportion of people aged 65+ exceeds the national figures. As is the case in many parts of the UK, the number of older people has increased over the last 10 years. This demographic trend underscores the importance of inclusive educational practices that address the diverse needs of learners across all age groups.

Our intended impact

Within the context of legislation, government funding and priorities, we aim to break down barriers associated with age both as a provider of education and as an employer. We aim to ensure that:

- Our curriculum offer, facilities and support services cater for the different needs of our students.
- Achievement gaps between different age groups are addressed and closed.
- All students are given the support they need to progress into and at work.
- Younger entrants to the workforce are given the support they need to succeed and progress.
- Older employees do not face discrimination on account of their age.
- Our HR policies support staff to balance work with family requirements.

Disability

Our commitment

Hartpury has adopted the social model of disability which promotes the right of a disabled person to belong, to be valued, to choose and to make decisions. In adopting this model, we accept that we will have to strive to remove disabling barriers created by attitudes, systems and practices that prevent participation by disabled persons. We are committed to the development of new and better opportunities for disabled people and aim to develop both practice and delivery options in order to ensure their success. We will promote positive attitudes towards disabled people and will take steps to remove any barriers, by putting in place reasonable adjustments. We will gather and use information on how our policies and practices affect the educational opportunities available to, and on the achievements of, disabled students and staff.

Our context

Students with learning differences and special educational needs are well supported and thrive at Hartpury. The organisation maintains comprehensive and robust data on the disabilities of students and staff, collected through enrolment and recruitment processes, enabling us to respond effectively to their needs. Our tailored learning support has a significant positive impact on the learner experience, ensuring that students with disabilities and/or learning differences achieve as well as, or better than, their peers.

Beyond academic support, we also focus on preparing students for their future careers and independent living by equipping them with essential skills, confidence, and opportunities for personal and professional growth. Our inclusive approach ensures that every student receives the guidance they need to succeed in both education and life beyond Hartpury.

While opportunities exist for staff to disclose disabilities, we recognise that some may choose not to do so. We are committed to fostering an open and supportive environment by increasing opportunities for disclosure, promoting positive role models, and creating dedicated focus groups for staff and students with disabilities or learning differences. According to the 2021 Census, 16.8% of Gloucestershire's population reported a disability under the Equality Act, and Hartpury remain dedicated to inclusivity and continuous improvement in our support systems.

Our intended impact

- Support staff and students to feel confident to declare any disability or learning difficulty, particularly "hidden disability issues, such as mental health and developmental disorders, through training and awareness raising campaigns.
- Continue to celebrate the success of those students who have overcome disadvantage to succeed.
- Focus support to ensure retention, success and satisfaction remain high for students and staff with disabilities or learning difficulties.
- Monitor the impact of our success in improving the conditions and success of disabled staff and students within the organisation.
- Where appropriate, enhance students' ability to live independently.
- Where needed reasonable adjustments will be supported for both staff and students.

Faith, Religion and Belief

Our commitment

Hartpury welcomes people with and without faith/religion/belief. We aim to promote learning and understanding about all different forms of faith/religion/belief and will act firmly in response to any reported discriminatory behaviour arising from differences in belief. In welcoming them equally, we will work to secure respect for beliefs, faiths and religions, and provide opportunities for the faithful to celebrate their beliefs. As a learning organisation, we will place firm emphasis on the primacy of education and we will develop and deliver our curriculum to strengthen moral and social awareness wherever it is appropriate.

Our context

Staff and students have access to a well-established multi-faith chaplaincy, offering information and displays about religious festivals and world issues, advice on where to get help outside Hartpury, training sessions, signposting to religious groups and discussion aimed at challenging perceptions and expanding horizons. In addition to this, there is a bespoke space on campus for meditation or prayer available to students, staff and visitors. All our catering outlets offer a diverse range of options to accommodate needs and preferences across all protected characteristics.

According to the 2021 Census, 49.2% of residents in Gloucestershire were Christians, making it the most common religion. This was followed by no religion which accounts for 41.4% of the total population. Looking at both staff and student data, the majority in both groups now most commonly report having no religion (Staff = 46%, Students = 66.5%), with the most common religion being Christianity or Catholicism (Staff = 32.1%, Students = 27.4%). Both staff and student populations contain representation from a variety of religions including Judaism, Buddhism, Paganism and Hinduism, although these are all less than 1%.

Our intended impact

- A climate of understanding in which religious discrimination is promptly addressed if it ever arises.
- Events which celebrate a range of faiths, promoted and owned by all curriculum areas.
- A clear and equal message of welcome for people of all faiths and none.
- A respectful and value-based curriculum that promotes social and moral development.
- Data insights on the profile of religious belief by students and staff to help us develop our services, with a distinction between cultural identity and actual religious practice.

Gender

Our commitment

At Hartpury, we are committed to gender equality and ensuring we provide a positive and supportive culture in which our staff and student community feel empowered and respected. Gender-based harassment is not tolerated, and we will take action to remove barriers that prevent inclusive participation in all roles, job levels, curriculum areas and programmes of study, in line with current legislation. Hartpury will be a place where people will be encouraged to follow their chosen career or learning pathway regardless of gender identity as we seek to build an environment where respect and equality are upheld by all.

Our context

In 2021, the gender split of Gloucestershire residents was 48.9% men to 51.1% women, which mirrors the gender distribution in the UK. Staff data reflects this trend. We collect robust data concerning the gender of our staff, and will continue to analyse it on a yearly basis to ascertain the impact of any actions. While participation rates between male and female students are broadly equal, we recognise that some curriculum areas still require additional efforts to promote gender balance. We are committed to addressing gender related concerns promptly and ensuring that all students feel safe at Hartpury. Our student population regularly report feeling safe at Hartpury. We will continue to review our practices, such as Equal Pay, to promote gender equality across all levels and roles within the workforce and across courses.

Our intended impact

- Recruitment that actively encourages students to pursue careers of their choice, regardless of traditional gender under-representation.
- A well-developed curriculum that equally highlights and positively reflects the contributions of all genders.
- A diverse staffing base where students can see role models of all genders, challenging traditional stereotypes across disciplines.
- Facilities that enhance and support the experience of all genders equally, for both students and staff.
- A reward and remuneration structure which is working towards eliminating gender pay gaps.
- A robust approach to addressing gender-based discrimination and harassment that tackles unwanted attention and unfair behaviours directly and decisively promoting a culture of respect at all levels.
- Growing a culture where all gender identities, including nonbinary, third gender or transgender, are respected and accepted by all members of our community.
- A comprehensive, evidence-based approach to gender equality in employment, career progression pay, and opportunities.

Gender Reassignment

Our commitment

At Hartpury we are committed to supporting staff and students who are transgender or gender nonconforming or who are questioning or exploring their gender identity. We do not tolerate discrimination, harassment or victimisation related to gender identity. We actively work to remove barriers to participation by promoting gender identity equality widely across job roles, levels and curriculum and business areas. Hartpury fosters an environment where all individuals are encouraged to follow their chosen career or learning pathway regardless of gender identity and we seek to build an environment where respect is upheld by all.

Our context

Our students regularly report feeling safe at Hartpury, however, we recognise the need to do more to promote the interests of transgender staff and students and to raise awareness about transgender issues at organisational level. In the 2021 Gloucestershire census, 94.39% of people over the age of 16 identified with the same gender as their sex registered at birth. This is reflective of our current workforce. Hartpury does not currently collect robust data for our students regarding gender reassignment, but gathering this data systematically will be a priority in the future. We will analyse the data on a yearly basis to ascertain the impact of our actions to date. This data will also be shared to enhance understanding and will guide steps to address any gender identity-related issues within the organisation.

Our intended impact

- Student recruitment that actively encourages transgender students to access careers of their choice, regardless of traditional gender under representation.
- A well-developed curriculum and tutorial programme that positively promotes understanding and equality for people undergoing gender transition.
- A culture that respects and values the wishes of individuals undergoing gender reassignment and entitles individuals to use the facilities that align with their gender identity.
- A robust approach to addressing gender transition-related discrimination and harassment, that swiftly tackles unwanted attention and unfair behaviours and promotes a culture of respect.
- An effective working relationship with other institutions, local communities and others to train and support staff and students in combating gender discrimination and to encourage and promoting good practice.
- A fully developed, evidence-based approach to equality in employment and career progression relating to pay, opportunities, role and position across all genders and with due regard to physiological differences.
- An approach to transgender issues that promotes understanding, support and welcome for those undergoing gender transition.

Marriage and Civil Partnership

Our commitment

We are committed to treating civil partners in the same way as married people in employment, education and training. Any benefits given to married employees will also be offered to those with civil partners, including flexible working, statutory paternity pay, paternity and adoption leave, shared parental leave, health insurance and survivor pensions.

Our context

Hartpury already has well-established processes to support the partners of all our employees, regardless of whether they are married or in a civil partnership, through the range of benefits available. We gather information on marriage or civil partnerships for staff but do not request this from students. Gloucestershire has a lower proportion of people who are single, in a same sex marriage, or separated when compared to the national figure. In contrast the proportion of people who are married to a person of the opposite sex, are divorced, or widowed exceeds the national figures. The number of lone parents is predicted to rise slightly. In Gloucestershire as a whole, 47.8% eligible residents are married and 0.2% are in a registered civil partnership.

Our intended impact

- Create and foster a culture of understanding and mutual respect across all our students and employees in relation to marriage and civil partnerships.

Pregnancy and Maternity

Our commitment

We are committed to advancing equality of opportunity for those who are pregnant or have given birth in the last 26 weeks or are breastfeeding, fostering good relations towards the elimination of discrimination, harassment and victimisation related to pregnancy and maternity, providing support services.

Our context

The organisation has excellent and well-embedded processes to support employees and students who are pregnant or have recently given birth. For instance, we allow time for ante-natal appointments and care, carry out risk assessments to ensure the environment is safe in relation to new and expectant parent and provide suitable facilities for nursing parents to express and store milk. Flexible learning and working arrangements are available for new and expectant parents in consultation with personal tutors (in the case of students) and with line managers in the case of staff. We work with local agencies to support young and/or vulnerable expectant and new parents. We don't currently gather this information for students in a systematic way and we are planning to start doing so in the future.

Our intended impact

- Foster an environment and culture that promotes an understanding of the issues that expectant and new parents face.
- A robust approach to pregnancy and maternity discrimination and harassment that tackles unwanted attention and unfair behaviours and promotes a culture of respect.
- A curriculum and tutorial programme designed to ensure a supportive and inclusive approach to pregnancy and maternity, promoting equality and understanding.
- An effective working relationship with local agencies and institutions that will allow us to train and support staff and students.
- A fully developed approach to equality in employment and career progression that takes into consideration the needs of new and expectant parents.

Race

Our commitment

We are committed to making Hartpury a place where students and staff are valued and respected and able to develop equally. We will promote best practice in race equality and we will identify and combat racism. Racial harassment will not be tolerated within the organisation. We will continue to take positive action to encourage the recruitment of ethnic minority students on all courses and to close any gaps in success. Our Single Equality Scheme 2025-2030, underpinned by our curriculum and extra-curricular activities, will raise awareness and enable students to gain respect, self-esteem and confidence, preparing them to live in a racially diverse society. We will continue to seek to increase the number of staff, particularly senior staff, from ethnic minorities and encourage links with supportive professional bodies such as the Network for Black Professionals. We will work to develop role models through our body of students and our community and recognise the contribution they can make to students' aspirations. We will work to secure the fullest participation of ethnic minority students and staff.

Our context

We will continue to create an environment which challenges racial discrimination and promotes race equality as central to its mission. We recognise the benefits of a diverse workforce and the valuable contribution that staff of different races make to the organisation. According to the 2021 census, the percentage of non-white population in Gloucestershire rose to 6.9%, significantly lower compared to a national average (England only) of 19%. Ethnic groups showing the biggest growth were 'White' (up by 30,500 people), 'Asian (up 5,800) and 'Mixed or Multiple' (up 5,700).

Our intended impact

We aim to further develop and strengthen our work around race equality and to maximise the positive impact we have on students and staff from different racial groups. By doing that, we will achieve the following:

- Close the gap in success rates for ethnic minority students.
- Increase the profile of ethnic minority staff to achieve a workforce representative of the local community at every level of the organisation through collaboration with community groups, businesses, and cultural establishments to create opportunities.
- Promote good relations between different groups by providing training for staff to foster an inclusive and understanding environment.

Sexual Orientation

Our commitment

Hartpury celebrates the diversity of its staff and students and welcomes people of any sexual orientation. We will adopt a zero tolerance stance to homophobia and will actively challenge homophobia and any type of discrimination relating to sexual orientation when it arises. Hartpury will be a place where individuals who identify as lesbian, gay, bisexual, asexual, pansexual, queer and/or another sexuality are visible, valued and their contributions to the organisation and wider world is recognised. We will consult on the creation of bespoke resources, agreeing the best approach regarding asking our staff and students about their sexuality. We will consult our staff, students and partners to ensure that the services and support we provide meet the needs of all our service users. We will be proactive in raising awareness within the organisation and provide information and support for those who require it.

Our context

We recognise an opportunity to ensure the Hartpury community feels informed about sexual orientation issues which we can achieve through our staff development programme, learner induction and tutorials, as well as to provide information links via our equality and diversity intranet site and support groups. There is no definitive data on sexual orientation among the local population. Previous estimates by the government and quoted by Stonewall, suggest that around 5-7% of the adult population (aged 16+) are gay, lesbian or bisexual. This would translate into between 24,000 and 34,000 adults in Gloucestershire. However, a more recent estimate from the ONS Integrated Household Survey put it at 1.9%. This would equate to around 9,200 adults in the County. Compared to heterosexual people, gay, lesbian and bisexual people are found to be more likely to be younger (16-44), male, white, have no religion, better qualified and have managerial/professional occupations. (Source: Integrated Household Survey, ONS, September 2010). In January 2025, 76.9% of Hartpury staff declared themselves to be heterosexual an increase of 3% compared to the same time last year. 5.1% declared Gay, Lesbian or Bisexual status, and 17.8% chose not to declare their sexual orientation.

Our intended impact

- A welcoming place for all and an environment where all staff and students feel confident and free to be open about their sexuality, if they choose to.
- An organisation where the rights of all students and staff are respected and recognised, regardless of sexual orientation.
- A learning community where all students feel comfortable, supported and whose voice is heard.
- A community of staff who are confident and able to anticipate and to respond to the needs of all colleagues and students regardless of sexual orientation.
- A zero tolerance stance on sexual orientation discrimination with a workforce that is trained and confident to challenge homophobia when it arises.



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