



## Inclusion at the University of Worcester



Inclusion is central to our values and mission:

- We value intellectual openness, democracy and love of learning.
- We promote educational and social inclusion and equality.
- We work with focus, commitment and ambition.
- We behave with kindness and respect.
- We expect ethical and professional behaviour.
- We practice environmental sustainability and social responsibility.

*(University of Worcester Strategic Plan 2019)*

We value the diversity of our students and staff, and actively promote an inclusive learning environment by fostering positive relationships across the institution, celebrating diversity and challenging discrimination. Universal design for learning has inspired our understanding of inclusion, and our goal is, where possible, to anticipate and remove barriers to learning for all students by providing inclusive practices in learning, teaching and assessment. To this end, our planned learning, teaching and assessment activities are informed by best practice and an understanding of the principles of inclusion in relation to diversity. These include practices that seek to engage students, promote learning environments accessible to all, embrace individual difference, and help realise the ambitions and aspirations of individuals, through their own hard work and commitment to meeting academic standards.

We acknowledge gaps in attainment and employment outcomes amongst some groups as well as successes in terms of retention and completion. The factors which cause these gaps are often complex, and raise wider societal issues. Our Access and Participation Plan (<https://www.worcester.ac.uk/documents/University-of-Worcester-Access-and-Participation-Plan.pdf>) provides an analysis of the key attainment and outcomes gaps that the University is seeking to address and how it plans to do this through working in partnership with students on curriculum planning, student support, tracking, monitoring and staff and educational development processes.

By adopting an inclusive approach to all aspects of the student experience at the University, we aim to inspire all our students to work hard and achieve their full potential.

