



Belonging

Northeastern University London is committed to sustaining a vibrant and inclusive culture within our community, where each student and staff member feels supported and valued. We believe that our different identities and lived experiences power our creativity, innovation and excellence as a global university.



A global outlook

As part of Northeastern University's global network, we hold and value a global outlook across all our activities.

How will you embody a global outlook during your time here?



Integrity

Our values match our endeavours.

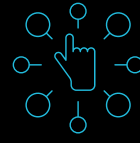
How will your values drive your actions at NU London?



Belonging

Inclusivity and empowerment underpin the life-enriching opportunities we provide for all staff and students.

What does belonging mean to you?



Courage

Our diversity is our strongest asset; it powers our creativity and excellence as we break new ground in teaching and research.

Embrace diversity; be bold and proud of who you are. Bring your whole self to your studies.

Goal #1 - Increasing the diversity of our student body

We are pleased to report that we exceeded our targets for the 2023-24 academic year, and we are monitoring the ongoing applications for the 2024-25 academic year:

	September 2023 entry	September 2024 entry	September 2025 entry*
% of underrepresented students - UK applications	35%	29%	30.1%
% of underrepresented students - UK offers	24%	31%	27%

- The Widening Participation (WP) team and student ambassadors have visited 13 schools across London for careers fairs, engaging with over 200 Year 9-13 (aged 15-18) students.
- During the Autumn term, over 100 students from Years 10 to 12 (aged 14-17) visited our campus for "Discover Days". These young people explored university life through campus tours, Q&A sessions with our student ambassadors, and workshops. They received insights into applying to university, choosing the right course, and writing strong personal statements.
- Since September, we have hosted 6 visits from IntoUniversity centres, a key charity partner. These visits consisted of Buddy programme visits from 52 Year 8 (aged 12-13) students and Primary Focus days for 108 Year 6 (aged 10-11) students. We have 2 more visits scheduled to take place over the next 2 months
- We hosted two on-campus meetings as part of our partnership with **Parent Power** and delivered sessions on university options, and personal statements. As part of the group's campaign to improve access to work experience in Tower Hamlets, the group also secured a visit to Kleinwort Hambros Bank in Canary Wharf for their young people.

*Note: numbers are up to date as of 05/02/2025



Summer School

In July 2024, the WP team hosted our largest ever on-campus summer school, welcoming 61 Year 11 (aged 15-16 years) students from across London and the South East for an immersive four-day experience.

Students participated in a variety of academic taster sessions, including Law, Psychology, and Computer Science, as well as an interdisciplinary session covering History, English and Philosophy, giving them valuable insight into studying these subjects at university. Alongside academic sessions, they engaged in workshops on study skills, student finance, and student life, equipping them for their transition to sixth form, college, and beyond. The week concluded with a celebration event on Friday afternoon, attended by parents and guests, marking a successful and inspiring programme.

Diversity of our student body – some statistics

Our registry team collects voluntary information on all of our students, including postgraduates and those here as part of a Global Experience programme.

- Our students come from 93 countries (compared to 74 in 2023/24)
- 39% of students who responded (48% turnout) are from Global Majority backgrounds (Asian, Black, Arab, mixed, or other ethnic background)
- 20.5% of students report having a disability, which aligns with the sector average of 20.3% (as of 2022/23)¹

¹<https://www.hesa.ac.uk/data-and-analysis/students/table-15>



Goal #2 - Increasing feelings of belonging within the university community



DEI Stand at Welcome Week

The DEI team came out to meet our new students and introduce them to our belonging work here in London. Along with providing information on our initiatives here in London through our digital newsletter, we also partnered with social enterprise Luminary Bakery, which provides retraining for victims of domestic abuse, to provide delicious cakes to our new arrivals. We also collaborated with LGBTQIA+ helpline Switchboard to provide pronoun badges to our staff and students.

DEI Open Forum

On the 28 October 2024, NU London hosted its first annual DEI Open Forum. This hybrid event open to all staff and students provided an opportunity for teams across the University to showcase their work in this area, demonstrating our progress across all areas of our DEI institutional action plan. There was plenty of opportunity to ask questions and for students and staff to provide feedback on what matters to them.





Community-building events this quarter

MARCH 2024

Women Who Empower Our World

For this celebration of International Day of the Girl, Northeastern University partnered with Smart Works for an evening of service and inspiration!

Northeastern University London staff and guests engaged with a panel discussion between Diane MacGillivray (SVP for University Advancement), Jane Shepherdson CBE (Chair of MyWardrobeHQ and former CEO of Topshop and Whistles), and Julietta Dexter, Pnt'20 (Chair of Smart Works). Smart Works is a charity that helps unemployed women with coaching, clothing and the confidence they need to secure employment.

Click [here](#) to read the Northeastern Global News article about this exciting event.

NOVEMBER 2024

Muslim Women and Misogyny

Co-hosted with the Association of Arab Students. Samia Rahman, author of Muslim Women and Misogyny came to NU London to present her book and engage in a rich discussion with our audience of staff and students.

Community-building events this quarter

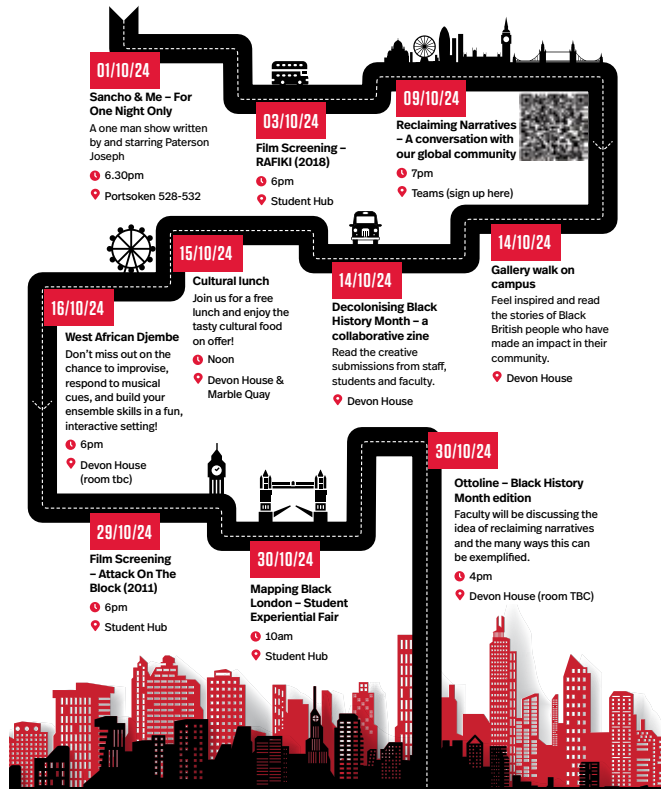
OCTOBER 2024

UK Black History Month

This black history month saw efforts coordinated across the university to create an inspiring month. The new road map allowed staff and students to curate their own journey through the month, highlighting the many events occurring from research talks, lunches and musical performances to drama and film screenings. From Devon House we hosted the first online meet-up of staff and students from across our global network. Participants from Oakland, Boston and London shared personal stories around the theme of 'Reclaiming the Narrative'. A gallery walk presented an eye-catching display of posters celebrating the contributions of ten black British men and women to science, music, literature, sport, politics and leadership.

Our Mapping Black London team led an experiential fair where students could try their hand at painting the famous Gainsborough portrait of Charles Ignatius Sancho, and have a chance to use virtual reality to explore how Black history has been integral to London's story for hundreds of years.

Both staff and students enjoyed a selection of Afro-Caribbean delicacies, featuring popular dishes such as Plantain, Curried Goat, Jerk Chicken and Nigerian Puff-Puff. We supported independent black owned businesses such as A la Leke, Puff-Puff Ministry and the Vegan Patty Lady.



Black History Month

Reclaiming Narratives

A conversation with our global community

Hosted by NU London | Open to all Northeastern campuses

In the spirit of reclaiming narratives, join us for a moderated community event to celebrate the vibrant diversity in our Black, Indigenous and people of colour community across our global network.

This will be an opportunity to share experiences and narratives; reflect on commonality and differences; and connect and build community with one another.

Wednesday 9th October

7pm NU London | 2pm NU Boston | 11am NU Oakland

Sign up here



Community-building events this quarter

The LGBTQ synergy group hosted a screening of Rafiki (2018) to celebrate Black History Month.

Other cultural highlights included a very special one man show of “Sancho and Me” by acclaimed actor and author Paterson Joseph. He took us through the life of Charles Ignatius Sancho, showing how Sancho has influenced Joseph’s life and over 300 years of Black British History.

We also ran a West African Drumming Workshop which gave staff and students an opportunity to learn how to play the Djembe.

Clockwise from top right: Sancho & Me performance, West African Drumming Workshop, poster for Rafiki screening.



Community-building events this quarter



OCTOBER 2024

Diwali

The University celebrated the Festival of Lights in Devon House with an array of delicious Indian snacks and sweets. There were also Henna artists for students and staff to get some beautiful artwork on their hands.

DECEMBER 2024

Royal Brompton Carols by Candlelight 2024

To celebrate the festive season, students and staff attended a magical Christmas carol concert in Chelsea. This **charity event** was in aid of advancing treatments at the Royal Brompton Hospital.



FEBRUARY 2024

Lunar New Year

The University welcomed the year of the Snake in their Lunar New Year celebrations, opening with a special performance of a traditional Chinese lion dance. Students and staff had the opportunity to enjoy some Taiwanese Bubble Tea, Chinese and Thai cuisine and to break open some fortune cookies. Devon House was beautifully decorated in red and gold with lanterns.



Hijab Day

To celebrate World Hijab Day, students and staff had the opportunity to try on a hijab, eat some branded cupcakes, and show their solidarity by signing the pledge to stand against the discrimination of Muslim women who wear hijabs. Students also left wonderful messages of encouragement and support for women who wear Hijabs. Sunday Times Best-selling author Aliyah Umm Raiyaan also joined us at the event, engaging in insightful conversations with those who wanted to know more.



Ongoing initiatives in cross-cultural/ interfaith dialogue

Reconciling: Learning to Lead in a Fractured Society

'Being Understood by People who Think Differently to You'

Over the past few months, Northeastern students enrolled in different London programmes have come together to learn the techniques of cross-cultural dialogue. In the process, they have started to develop distinctive leadership skills. The workshops have been led by the Rosecastle Foundation and as we enter the second year of our partnership, our focus has been on reconciliation - or learning how to talk to, and respect, people who seem different to ourselves. In an increasingly fractured world, these relaxed and informal workshops have created a space for reflection.

They have drawn students from the Association of Arab Students, Hillel and the Islamic Society and leaders from these groups have started to organise their own social events in turn, creating opportunities for their members to come together, talk and exchange, whether over a meal or a film screening, and despite their traditional differences. In January 2025, the Rosecastle Foundation visited our colleagues in Boston at the Center for Spirituality, Dialogue and Service. As we enter an exciting new phase of our work in this area, building and sustaining cross-cultural dialogue and nurturing reconciliation, there will be exciting new opportunities for students keen to learn valuable leadership skills.

Find out more about Rosecastle's work with universities [here](#).

Above: group photo taken at our workshop in Devon House in November 2024.



An update on our Synergy Groups

Synergy Groups are staff-led groups for all staff and students formed around shared characteristics or experiences. They exist to:

- Celebrate our diverse identities and lived experiences
- Provide professional development, networking and mentorship opportunities for their members
- Provide advocacy and support to our university teams on matters related to the purpose of the group
- Where relevant, engage in the development of community and industry partnerships and support and draw upon education activities related to their mission
- Become a core part of the University fulfilling its core belonging objectives across teaching, research, professional departments and student life.

The LGBTQ+ Network

The LGBTQ+ Synergy Group has begun to establish its place within the university as a pillar point for those in the community. For staff, they ran an amazing afternoon tea and cake session back in June, to celebrate Pride Month. This was aligned to a quiz which served to educate and inform our campus community.

Across two semesters, they have launched a variety of events. They included a Trans Day of Remembrance stall and a series of film screenings (see above for the LGBTQ+ screening of 'Rafiki' during Black History Month) and fascinating talks with experts working in business communication and contemporary media. For LGBTQ+ History month, they will be launching information boards in the Campus Hub. Below, staff member Julia Moreno Martin comments on their work so far:

Through initiatives such as the Trans Remembrance Day, the LGBTQ+ Synergy Group has invited staff and students to think, work and reflect on meaningful matters which carry social and political significance. This has fuelled a sense of community within the institution and motivated us to see our work through the lenses of advocacy and awareness. We have also sought to invite external speakers to showcase the different careers available to LGBTQ+ students. Lee Warren, Magic Circle magician and successful business consultant came to Devon House in November 2024 and Justin Myers, the well-known producer of the Guyliner blog and successful novelist met with students and faculty in February 2025

In the coming year, the group plans to launch additional events that will not only engage our queer student and staff communities, but also provide a platform through which we can facilitate discussion, inclusivity and diversity.

NU London's Women's Network

Over the past few months, the Women's Network has hosted a series of inspiring and insightful speaker events, bringing together faculty and staff to explore topics that directly impact women's well-being, career progression, and leadership.

These sessions have not only sparked important conversations but also laid the groundwork for meaningful follow-up initiatives.

SEPTEMBER 2024

Empowering Women's Health Through Nutrition

We kicked off our first-ever wellness workshop, featuring nutritionist Uta Boellinger, who specialises in practical, science-backed approaches to health. Uta, a registered nutritionist and corporate wellness expert, shared simple yet effective ways for women to take control of their health through nutrition. The session tackled common questions such as the impact of intermittent fasting and caffeine intake while also diving into the connection between food, pain, and inflammation. Attendees found the session highly engaging, with many expressing an interest in a follow-up. Based on this enthusiasm, we are exploring the possibility of inviting Uta back for a second session, this time incorporating one-on-one taster consultations to provide more personalised support.

OCTOBER 2024

Menopause & Mental Wellness: Breaking the Stigma

Next, we welcomed Claire Bond, who led an interactive discussion on menopause, hormonal changes, and their impact on mental wellbeing. The session highlighted how menopause can lead to anxiety, stress, and confidence issues—factors that contribute to talent loss in the workplace. Claire shared practical strategies for managing symptoms, reducing burnout, and regaining energy, while also touching on the role of HRT. The discussion was open, informative, and helped normalise conversations around menopause at work.

JANUARY 2024

The Diversity Advantage: Women Leading Change

To start the new year, Dr Monika Nangia joined us for an inspiring talk on how storytelling can drive diversity, inclusion, and leadership. She emphasised the power of personal narratives in breaking down barriers, fostering empathy, and challenging workplace inequities. Attendees appreciated her perspective on how storytelling can be a tool for systemic change and leadership transformation. Monika also shared ways for people to engage with her research, opening up opportunities for ongoing collaboration.



Next Steps

The positive response to these sessions has encouraged us to explore new initiatives. In particular, we are working on a plan to reintroduce Uta Boellinger for a follow-up session, incorporating one-on-one taster consultations. Additionally, Monika's insights on storytelling have sparked interest in further engagement with her research, which we aim to support moving forward.

The Women's Network remains committed to fostering spaces for learning, connection, and advocacy. We look forward to building on these conversations and continuing to support women in our community.

Teaching & Learning

The DEI team has been working closely with T&L this quarter to provide even greater levels of inclusivity, accessibility and excellence in our teaching. Going forward, we are co-creating specific objectives in this space for our next university action plan.

Founding of the Universal Design for Learning Taskforce

Universal Design for Learning (UDL) is an approach to teaching and learning that proactively accommodates the needs and abilities of all learners. The UDL Teaching & Learning Taskforce at NU London will develop actionable strategies for enhancing inclusivity and accessibility in teaching and learning through the implementation of UDL principles. It focusses on two primary goals:

Develop Guidelines for Faculty:

- Create a document with comprehensive, actionable guidelines to help faculty implement UDL principles in their lectures and coursework delivery.
- Feed this into the existing faculty resources (e.g. the accessible T&L materials documents and E/E seminars).
- Provide training and visibility on the UDL framework, e.g. with external consulting/ training sessions.

Explore Institutional Changes:

- Assess and recommend institutional changes to support UDL, including inclusive teaching space design and diversified assessment methods.
- Scope the feasibility of changes to classroom and lab design, or incorporation of inclusive architecture in future teaching buildings.

The timeline for these initial activities spans the next six months, although the embedding of UDL principles into the wider T&L strategy and university architecture would be ever evolving.

The taskforce had a preliminary meeting last semester, and approximately monthly this semester. There are representatives from faculty, the SpLD and SSD teams, and learning resources and T&L.

We consult with operations, registry, and any other corner of the university which can input.

Multicultural Apprenticeship Awards

In November some of our exceptional apprentices were recognised at the 9th annual Multicultural Apprenticeship Awards for their outstanding contributions and accomplishments. This prestigious event highlights the talent and diversity within further education, honouring those who work hard to overcome adversity and reach their goals through apprenticeships. Special congratulations to:

- Ammara Sidick – winner: Charity, Voluntary & Public Services category
- Jasmine Ale – winner: Health, Medical & Social Care category
- Burhan Ali and Dhiral Pandya were both finalists in the digital & technology category.

Experience/Education Session: The role of content warnings in an inclusive pedagogy

This Experience/Education session aimed to explore the complexities of addressing potentially distressing material in teaching. Three faculty members shared examples from their own practices, followed by questions and discussion among attendees. The topics of discussion included students selecting sensitive case studies, international considerations for course materials, and the impact of content warnings on student engagement. While content warnings can provide students with the choice to manage their exposure to distressing topics, concerns were raised about their unintended effects, such as reinforcing anxiety or highlighting students who opt out. Some faculty emphasised the importance of framing content warnings as preparation rather than avoidance, particularly in disciplines like law and medicine, where engagement with difficult topics is essential.

Strategies discussed included using community agreements, promoting resilience by providing guidance on maintaining mental health hygiene, and rethinking the language of “warnings” to minimise negative anticipation.

Neurodiversity & Specific Learning Differences (SpLD) Training for Staff

During the Autumn semester, the DEI team worked with our SpLD advisers to run a 1-hour training session for staff, titled ‘Neurodiversity in HE: Towards compassionate pedagogy and inclusive practice’. Attended by 70+ staff, the session provided an introduction to neurodiversity and SpLDs, discussed how to make the classroom inclusive for a wide range of learners and suggested practical measures that faculty can consider implementing in their teaching.

Enhancing the Visibility of Learning Support Plans

To ensure that all students can thrive in the classroom, teaching staff need to be aware of any reasonable adjustments granted as part of a Learning Support Plan. This year the DEI team has supported the SSD team in setting up a new system for providing teaching staff with lists of reasonable adjustments for their entire class, to enable greater visibility and efficiency compared to viewing individual student records. Teamwork makes the dream work!

Apprenticeships In-Person Welcome Event

The Centre for Apprenticeships held their first in-person welcome event on campus, open to our incoming January 2025 cohort. Acknowledging the challenges that apprentices face when studying remotely, the DEI team hosted a stand centred around 'Community and Belonging'. It provided information about the campus facilities, student perks, the NU Students' Union and professional networks/communities relevant to their sector. We thoroughly enjoyed talking to our new students and welcoming them to Northeastern University London.

Research

DEI team collaboration with our staff research seminar

The first Ottoline Club/DEI collaboration, on 2nd October 2024, was a panel discussion about the riots that followed the Southport killings in late July. The panel members, Hossein Dabbagh (Philosophy), Marianna Griffini (Politics & IR) and Luna Sabastian (History), reflected on the factors behind the riots, some potentially instructive parallels from other countries, and desirable policy changes. The second collaboration, on 30th October, in connection with Black History Month, comprised four independent talks, by Peter Ely (English), Emmanuel Ekere Thompson (PhD student, English), Fayokemi Olorundami (Law) and Toby Chai (Design). Their topics comprised poetry, theatre, commemorative artworks, and environmental consciousness. Both meetings were well attended, and the panel discussion, in particular, worked excellently, and constitutes a fine model for future such meetings concerned with current affairs.

NU London, Research and DEI

With many colleagues active in research, we are establishing an ever-firmer footprint in the academic research sector. Through numerous grant applications (several focused on DEI), high quality outputs, academic collaborations and non-academic partnerships, NU London colleagues are continually strengthening the research portfolio and establishing us as a key player in the research landscape.

NU London is also preparing to enter the UK's Research Excellence Framework for the first time (REF 2029). This is a significant undertaking, which will unlock access to UKRI funding and potentially provide direct government funding for research. A core and elevated aspect of this REF cycle is a focus on 'People, Culture and Environment', constituting 25% of the overall score (up from 15% in the last REF). This shift emphasises the importance of fostering inclusive research cultures and environments, particularly in relation to DEI. REF is currently determining precisely how we will report on this, but has already committed itself to building inclusive practices into its own processes: new for this assessment cycle REF have convened the **People and Diversity Advisory Panel (PDAP)** and the **Research Diversity Advisory Panel (RDAP)**. Both groups are already inputting into guidance and operations (eg. assessment panel recruitment processes) to maximise the diversity of people, research practices, outputs, and impacts across REF. Julie Bayley (Director of Research Impact and Culture) is a member of RDAP, and will continue to work with RDAP colleagues throughout the REF cycle.



Alongside REF preparations, we will continue to build research more broadly across the institution. To support this growth, there are a number of internal funding opportunities currently open (application deadline 31st March 2025):

- **The Research Culture and Environment Fund** supports initiatives that enhance the university's research culture, environment, and capacity. The fund aims to create more equitable, inclusive, and collaborative research teams within the institution. Projects are anticipated to cost between £500 and £1500, to be spent by 1st June 2025
- **The Research Impact Support Fund** is available for activities to boost the impact of NU London research, either for a REF impact case study, or for research impact more broadly. Projects are anticipated to cost between £500 and £1500, to be spent by 1st June 2025

- **The Article Open Access Fund** supports the publication of high-quality, impactful research where green OA is not available. All awarded funds must be utilised by 1st June 2025

More research support information is available on the internal resources page, including guidance on Open Access and our institutional repository, research ethics and integrity and applying for funding



Goal #3 - Increasing the diversity of our faculty and professional staff

We continue to work hard to support the work of the DEI committee and improve HR DEI initiatives.

Our HR platform Workday can now collect data on a wider range of data (which employees may volunteer), including sexual orientation and gender identity. Around half of our workforce has already shared this information.

We are working with staff to encourage them to fill out this data form, so we get a more accurate picture of the diversity of our workforce.

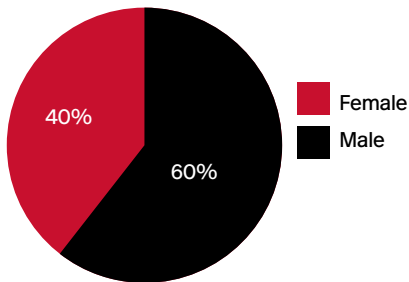
Amongst all staff and faculty, the gender ratio has remained steady from 2023, when 59% of employees were female. Note that the data collected in this chart is binary; there is a separate question asking for gender identity, although this had a low response rate.

30.8% of the staff and faculty who responded to the survey (approx. 60% turnout) have a Global Majority ethnic background. This contrasts against a sector average of 19.1%². In previous years, we only had information on faculty members, so we cannot report on our own trends. We will look to decouple faculty and professional staff data on Workday in the future.

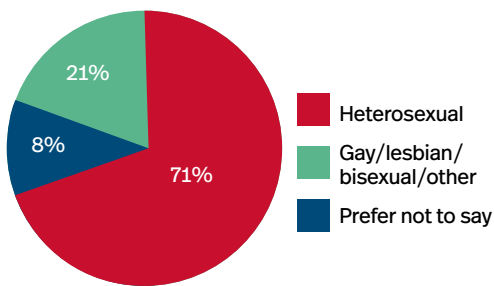
Moreover, we will work on collecting data on the seniority and contract type of staff, so that we can analyse any gaps or correlations with ethnicity, age or gender in this regard.

² <https://www.advance-he.ac.uk/news-and-views/equality-higher-education-staff-statistical>

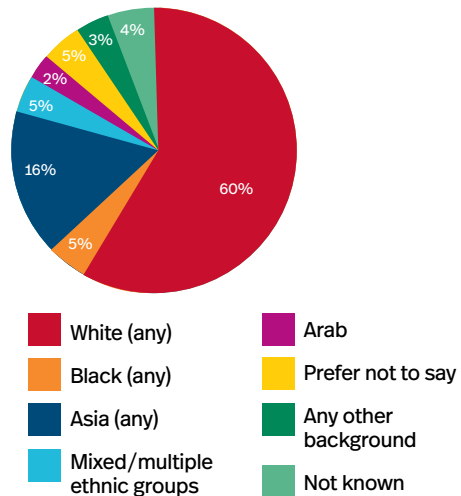
Gender of all staff Jan 2025



Sexual orientation of respondents Jan 2025



Ethnicity of all staff Jan 2025



Innovative recruitment

Our aim is to reimagine how we recruit staff to Northeastern University London. We currently do not have a reasonably diverse staff body (though we do have over 100 member of staff who have not stated their diversity information).

One way of increasing the diversity of our staffing body is by seeking advice for establishing inclusive hiring practices as well as tackling bias and microaggressions in higher education recruitment. We are reaching out to external companies and across the global network to start this work.

Retention and promotion

It is crucial that everyone who joins us feels like a valued member of the Northeastern University London staffing population, and that everyone has fair and equitable access to the support they need to develop in their careers. We are regularly reviewing resources to ensure transparent process to this effect.

We are planning to connect with widening participation and other groups across the network to see what strategies are used to retain and enable progression for all staff.

Diversifying leadership

Currently there is some diversity at non manager levels, however, we have very poor diversity at senior and leadership levels.

To address this, we are aiming to look not only at recruitment, retention and promotion, but also at specific initiatives to develop leadership skills and provide support to those entering new managerial and senior positions.

Whilst we can undertake diversity reporting at leadership level, as we are a small organisation, we cannot publish data at a granular level as it may identify someone. Anonymised, high level DEI data will be available from the staffing body who have provided this information very soon.



Goal #4 - Build community partnerships that fulfil DEI objectives

With our commitment to experiential education and impactful research, partnerships are central to our mission: from our work with EdAid and the Refugee Council to our collaborations with LIFT (Leading Inclusive Futures through Technology) and RTC (Rewriting The Code), we prioritise partnerships that advance our goals.

Work Experience Days

During 2023-24 NU London piloted work experience days aligned to apprenticeships for young people in our local community – please see this report from last summer for full information. We have an additional set of days booked in for this spring in Transport Planning, Social Research and Accounting Finance.

Number of Work Experience Participants

Data Science Placement: 53 students

- 81% Male, 11% Female, 2% Prefer not to say, 6% No response
- 36% received or previously received Free School Meals.
- 75% of students were Global Majority

Clinical Trials Placement: 27 students

- 85% female and 15% male
- 26% receive or previously received Free School Meals.
- 23% disclosed a disability
- Around 90% from a Global Majority background

Total Participants: 80 students

Feedback Quotes

- “Gave me amazing insights to what the subject is.”
- “The career talks helped a lot as it gave me a greater insight into what a day in the life as a degree apprentice would be like. In addition, the importance of networking.”
- “Getting to work hands-on with the platforms and methods used in industry, and being able to apply this practically.”

Impact of the Work Experience Days

- 90% of all students expressed interest in learning more about NU London.
- 83% said they wouldn't have found similar placements without this program.
- 100% of teachers were highly satisfied and would recommend the program.
- Employers also rated the experience highly, with 100% satisfaction.



Skills Bootcamp

We have continued to run our Skills Bootcamp, a 12 week 'into work' programme for the local community. In Wave 5 (55 students), 84% were from Global Majority backgrounds and 51% were female. Our learners have achieved great outcomes; Two learners joined UP3 as Managed Development Consultants, whilst another learner secured a place within the NTT DATA Business Solutions AG Technical Trainee Programme.

Additionally, we have just set up a new partnership with Smartworks who provide coaching and interview dressing support for our female job seekers and who are running a workshop with our learners this February.

Partnering with 'Rewriting the Code'

We have established a London partnership with **Rewriting the Code UK**, the world's largest, free, peer-to-peer network of students and early career women in tech. They work across other campuses supporting students and early career tech professionals. They had a stand at our October Coop launch event. As part of a global events series for women's history month, they will be hosting a 'Unite and Ignite' event at Devon House on 27th March and have also offered to host an additional 'How to secure a role in tech' workshop.

In addition - we continue to participate in the City of London's Women Pivoting to Digital Taskforce.

Improving Access Through Promoting Collaboration between Data & Life Sciences

We have been working with a coalition including London boroughs, LIFT, training providers and life sciences employers to understand how we can put together a tailored data science degree apprenticeship that would support the life sciences and help local people access careers in this industry.



Fostering Belonging Through Sharing Unique Journeys Through Apprenticeships

During National Apprenticeships week in February, our Multicultural Apprenticeship Awards finalists joined us on campus for a panel discussion. As part of a wider celebration event that hosted apprentices, employers and staff, they shared their experiences of apprenticeships and talked about how employers can promote belonging. They shared some of the amazing work they had been doing to foster inclusivity within their organisations, such as mentoring, setting up communities/networks and organising religious and cultural observances.

Outreach for National Apprenticeships Week

This February our Business Development team have been out on the road for National Apprenticeship Week, raising awareness of degree apprenticeships and how to apply. They have delivered talks to hundreds of young people from local schools as part of our widening participation efforts. Our faculty also hosted a stand at Tower Hamlets' 'Ignite Your Imagination: Your Future in STEM & Life Sciences' event, giving Year 5 students a taster of Biology, Data Science and Clinical Trials (three of our apprenticeship offerings).



Goal #5 - Review policies and procedures through the lens of Equity

The University is currently finalising for approval a new equity impact assessment procedure which will be integrated into the approval process for each new or updated policy or procedure document being put forward for approval.