

RHSU Equality, Diversity & Inclusion Framework

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Foreword – Tony Logan

Equality, Diversity and Inclusion are not abstract principles for us at RHSU, they are the foundation of who we are, how we work, and the kind of community we strive to build. This framework represents a significant step forward in turning our values into sustained, measurable action. As outlined in the document, our intention is not only to meet our legal responsibilities but to “go above this” and embed EDI into every part of our culture and decision making.

This important work has been shaped by the voices of our employees, our student leaders, and our wider student communities. It reflects months of collaboration, consultation, and honest reflection. The three aims at the heart of this framework, Educate RHSU Employees, Empower our Student Leaders, and Influence the University, capture our commitment to supporting our employees, equipping our student leaders, and driving meaningful change across the University. Each aim is supported by clear objectives and a detailed action plan, ensuring that our ambitions translate into real progress.

I am particularly proud of the accountability built into this framework. The EDI Task and Finish Group will meet regularly to review our progress with regular scrutiny by our People and Culture Committee. This ensures that our commitments remain visible, continuously improved and measured as we strive for long-term cultural change.

But this framework is more than a plan, it is a promise. A promise that every member of our community deserves to feel safe, respected, and represented. A promise that we will listen to student voice, challenge inequity, and advocate for systems that uplift all. A promise that we will keep learning, keep improving, and keep striving for a Students’ Union and University where everyone can thrive.

I want to thank everyone who contributed to this work. From the employees who shared their insights, to the student leaders whose experiences and perspectives shaped our direction, to the EDI Task and Finish Group for their dedication and to our Students’ Union President, Olivia Davies for her leadership. This framework belongs to us all, with its success dependent on all of us.

As we launch this next chapter, I invite every member of RHSU to engage with this framework, hold us accountable, and join us in building a more inclusive organisation for our members. Together, we can ensure that EDI is not just something we talk about, but something that shapes our work every day.

Tony Logan

Chief Executive Officer

Royal Holloway Students’ Union

“EDI to me means cultivating an environment in which everyone has a space to be their authentic selves” Poppy Coates Women Students’ Community Officer 2024-2025

Foreword – Olivia Davies

As VP Wellbeing & Diversity 2024/25 and President 2025/26, I am so proud to be a part of launching RHSU's first EDI framework. EDI has been at the forefront of my journey at Royal Holloway, from being a student to being a Sabbatical Officer. It has been a privilege to work with both employees and students on this project.

To me, EDI means recognising that our differences are not barriers. They are strengths that shape better communities, ensuring everyone feels respected, represented, and safe to be themselves. I hope that in developing this framework, employees and students feel empowered to call out injustices and build a community where everyone feels included.

I want to thank all the incredible employees who are part of the Task and Finish Group, the students who have been part of the process and thank you to the Board of Trustees for their support and insight.

Olivia Davies

President

Royal Holloway Students' Union

Foreword – EDI Task and Finish Group

In June 2025, SU employees formed the EDI Task and Finish Group to develop the EDI Framework and build an Action Plan of specific goals which aims to improve EDI initiatives within the organisation and for our wider student community. Since then, the group has continued to grow, with colleagues volunteering their time to advance meaningful improvements for both our employees and the student community.

Being part of the development of this framework means a great deal to every employee on the Task and Finish Group, and we are so proud to see this project come into fruition. As RHSU employees, we are committed to fostering an inclusive environment and driving progressive change within the higher education sector, not only at our University and across Students' Unions more broadly, but also the wider community we are part of.

We would like to extend our sincere thanks to our student leaders and all those who have supported this work. Your insight and encouragement continue to inspire our efforts at RHSU.

EDI Task and Finish Group

Royal Holloway Students' Union

“Nowadays, everyone has a lot on their plate. The least that we can do is make sure that everyone gets a seat at the table, and that their plates are the same size.”
Delilah Ferry Swainson, Commuting Students' Community Officer 2024-2026

Introduction

Welcome to RHSU's Equality, Diversity and Inclusion (EDI) framework. In this document, we use "EDI" and Equality, Diversity and Inclusion interchangeably. This document explains our commitment to EDI, our goals and priorities, and the actions we will take.

We cannot make student life better here at Royal Holloway without having EDI at the heart of everything we do. This framework sets out our aims and objectives, our action plan, and how we will be held accountable. This framework establishes our commitment to our students, our employees, and our responsibilities, allowing us to hold our employees and university staff accountable for embracing EDI through educating our employees, empowering our student leaders, and influencing positive change.

We want to make it clear that EDI is a priority for us. Whilst developing this framework, we identified areas where we are doing well and areas where we need to improve. This framework will ensure that the whole of RHSU is being proactive in their approach to EDI, to build an inclusive community for employees and students.

Royal Holloway Students' Union is committed to going beyond the legal minimum regarding Equality, Diversity and Inclusion and work towards paving the way for what good looks like for Students' Unions.

However, we are also subject to current legislation and associated codes of practice, including, but not limited to:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Equal Pay Act 1970**
- **Employment Rights Act 1996**
- **Freedom of Speech Code of Practice**

"EDI is about creating a campus where every student feels a genuine sense of belonging and is able to call campus a second home." Bana Asqalan, VP Wellbeing & Diversity 2026-2027 & Women Students' Community Officer 2025-2026

AIM ONE



Educate RHSU Employees

What this means to us:

This theme focuses on the employees we have working at the Students' Union who work everyday to build communities and lead change. Education ensures that our employees are trained to proactively embed EDI into their daily practice and ensures EDI related issues and progress is at the forefront of everything we do. This aim promotes trust in the relationship between our members and our organisation and should inform everything we do here at the Students' Union.

Objectives:

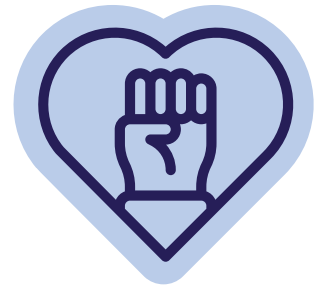
1. Regularly reviewing training offered to employees which directly impacts their specific role. Ensuring that employees have complete understanding of EDI related concerns and why it is important to strive for improvement.
2. Holding employees accountable for completion of training which relates to EDI.
3. Encourage employees to be proactive with their approach to EDI, and in turn feeling a sense of trust that the Union will support their development.

The Students' Union is working towards these objectives by setting achievable goals that support steady and positive progress for our community. You can find more detail in the Action Plan, which outlines the specific goals that help us work towards these aims.



“EDI means to me, the joy of shaping a community with people from all walks of life and the privilege of learning about how other people experience their identities in the world around us.” Alana Penney, Disabled Students' Community Officer 2023-2024

AIM TWO



Empower our Student Leaders

What this means to us:

Empowering our student leaders is essential to the success of our community. We aim to ensure that our students are confident in understanding, explaining, and embracing inclusivity. We want to create an environment which encourages students to be active bystanders and act on injustices. By doing this, we support students in shaping their community and building an inclusive environment where they are at the centre.

Objectives:

1. Ensuring that student leaders have an understanding of the developing nature of EDI and the impact it has on student communities.
2. Encouraging student leaders to feel confident in challenging injustice by providing platforms for meaningful change by means of campaigning, lobbying and advocacy.
3. For student leaders to know how to report EDI concerns and feeling a sense of trust that the Union will support them.

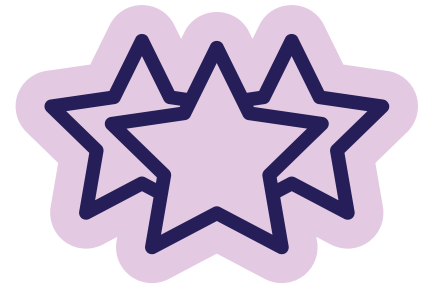
The Students' Union is working towards these objectives by setting achievable goals that support steady and positive progress for our community. You can find more detail in the Action Plan, which outlines the specific goals that help us work towards these aims.



“True allyship means advocating for people who are not part of your personal community.”

Jakob Bird, LGBTQ+ Students' Community Officer 2025-2026

AIM THREE



Influence the University

What this means to us:

This aim builds on the previous aims and focuses on using our lobbying power to influence the University to make meaningful changes based on student input. Our role is to hold the University accountable for creating a more inclusive educational experience for all students. When you use your voice, we hear you and we are stronger together.

Objectives:

1. The Students' Union will take responsibility for holding the University accountable for their own EDI initiatives.
2. The Students' Union should ensure to keep an annual EDI specific lobbying agenda with realistic goals which are student-focused and developed from student voice. These areas will also remain a priority for the Students' Union and where appropriate will be considered business as usual.
3. Active review of the attendees of committee meetings should take place annually to ensure each one has diverse student representation.

The Students' Union is working towards these objectives by setting achievable goals that support steady and positive progress for our community. You can find more detail in the Action Plan, which outlines the specific goals that help us work towards these aims.



“EDI to me means meaningful representation, where people can see themselves reflected in the spaces they’re part of, and where every voice is genuinely heard, valued, and respected.” Vaishnavi Vajja, VP Wellbeing & Diversity 2025-2026

Accountability Framework

The EDI Task and Finish Group meets regularly to review the Action Plan. The framework is a standing agenda item on the People and Culture Committee Terms of Reference meaning there is constant accountability for stakeholders.

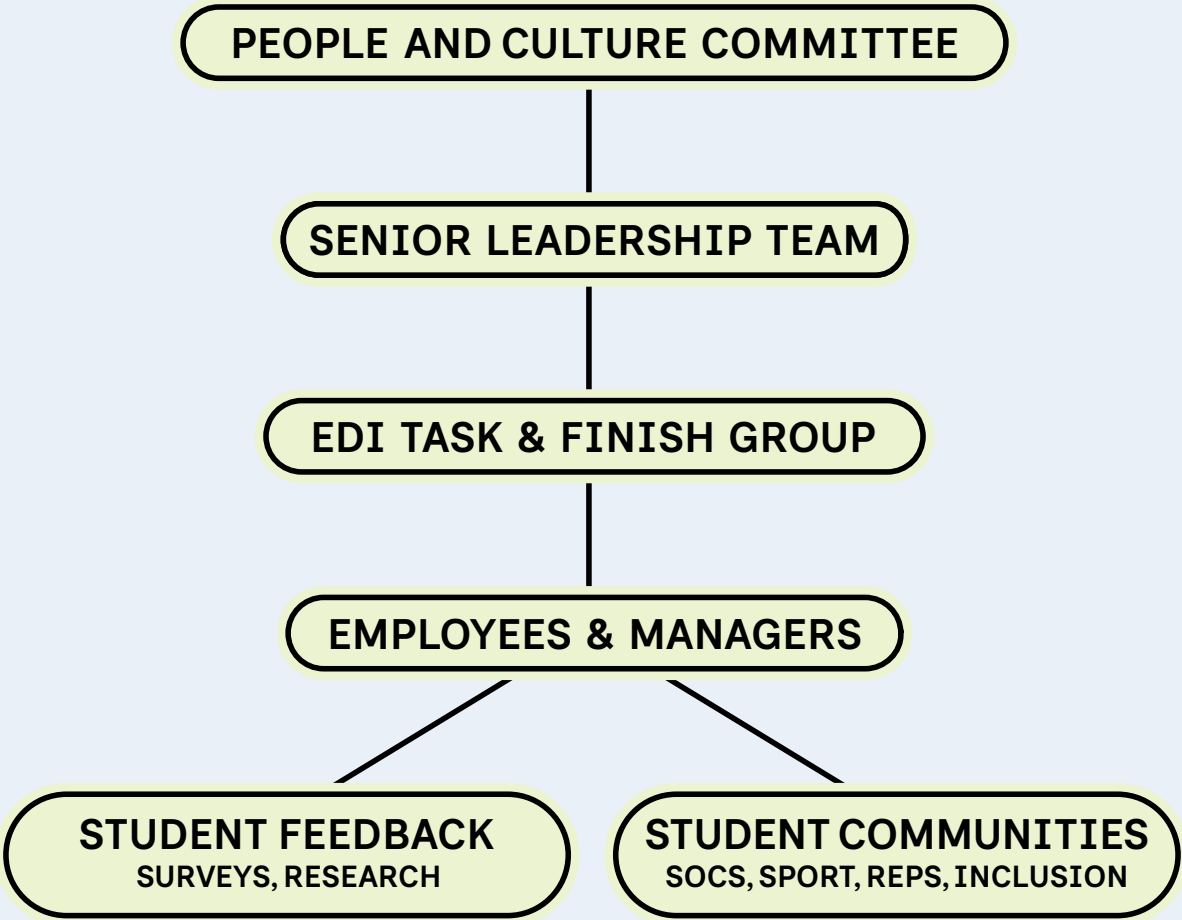
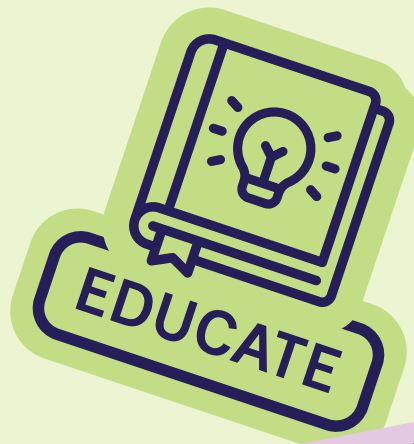


Figure 1: Diagram of Accountability for this framework

“To me, EDI means recognising that our differences are not barriers they are strengths that shape better communities, ensuring everyone feels respected, represented, and safe to be themselves.” Olivia Davies, VP Wellbeing & Diversity 2024-2025 & Women Students’ Community Officer 2023-2024



EDUCATE



EMPOWER



INFLUENCE



AIM ONE

AIM T

