

## University of Southampton EDI Commitment to active lifestyles

This active lifestyle commitment aims to build on the University of Southampton Strategy and the Strategic plan around Equality, Diversity and Inclusion (EDI). To ensure here at the University of Southampton that we act continually to be supportive and inclusive of everyone wishing to lead an active lifestyle.

This statement will also aim to build on the joint Sport Strategic Plan 2020-25, and its mission statement of developing a healthy, happy successful community.

### For us at Southampton, we believe:

Equality means that every person has equal access to opportunities, without discrimination or less favourable treatment because of one or more of their characteristics.

Diversity is when we recognise and celebrate individuals for their uniqueness and what they have to offer, and the benefits this brings in diversity of thought, ideas and contributions to our community.

Inclusion means that we go beyond legal compliance to create a community and culture where everyone feels that they belong, it is safe to be who they are, and they feel valued for being themselves.

Active lifestyles and sport at the University of Southampton is proud to have the motto of 'Active for All' and is committed to providing an inclusive and welcoming community environment for all wishing to participate in physical activity. We will ensure that every member of the University community can access an active lifestyle no matter of age, disability, sex and gender identity, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and socio-economic status.

<b>EDI Strategic Plan</b>	<b>Active lifestyles and sport in Southampton</b>
<p><b>You feel welcomed for who you are, and this is a place where you feel that you can influence the way we do things now and in the future.</b></p>	<p><b>We are committed to making our services and facilities accessible to everybody with an open-armed invitation that makes people feel welcome. We run regular co-design sessions and ensure student voice is represented in every development, while also listening to students via our close work with the Students' Union (SUSU), our sports teams and key staff members that we know will have knowledge to support continuous improvement.</b></p> <p><b>To improve in this area, we will continue to engage with members of the University community via an inclusivity forum monthly, to talk about accessibility our sports facilities and being able to lead an active lifestyle without facing any barriers.</b></p>
<p><b>You feel included and supported to be stretched and challenged to reach your true potential.</b></p>	<p><b>We will ensure that every student is able to lead an active lifestyle which is shown to improve academic attainment and wellbeing. We will do this by engaging with the SUSU Membership Bursary scheme to offer students from low socio-economic backgrounds a chance to participate in an active lifestyle. Further to this, the University also offers a unique free sport programme called Be Active which allows students to lead an active lifestyle with no financial limitations.</b></p> <p><b>We will continue to ensure that our facilities are safe and welcoming, and that inappropriate behaviour will be challenged so that the facilities at the University are a safe space for everyone.</b></p> <p><b>We will work to inform our students that our Health &amp; Personal Trainers are qualified in helping and assisting students individual needs for all protected characteristics. While continuing to develop our sports scholarship programme, which is inclusive and will allow high performing athletes to reach their full potential.</b></p>

<p><b>You value the diversity of the wider community and play your part in supporting the mission of inclusivity</b></p>	<p><b>We will always value diversity and have shown this in recent upgrades to facilities such as introducing a gender-neutral changing village at Jubilee Sports Centre. While continuing to support the wider community by ensuring diversity of sporting facilities by continuing to engage with students on new developments, allowing them to be informed of plans.</b></p> <p><b>Within the University the opportunity for inclusive sport will continue to grow and along with Be Active now running some inclusive sessions such as sitting volleyball. SUSU's Give it a go will enable students from a sports club to run an inclusive session.</b></p>
<p><b>We intentionally create space and time to truly engage, listen and learn from each other</b></p>	<p><b>We will work with teams across the University to gather information and feedback while also running a Inclusivity forum regularly with students to ensure we create the space for students to feedback around accessibility and inclusivity.</b></p> <p><b>We will continue to run an inclusivity forum on a regular basis which will allow us to learn but also grow as an organisation in EDI, relevant staff within Student Engagement and SUSU will regularly be invited to participate within these forums. We also reach out to other HEI's to learn best practice around EDI and constantly review our delivery.</b></p>
<p><b>We all actively take steps to understand the impact of our own actions and behaviours</b></p>	<p><b>We continue to use lots of different feedback channels such as the net promoter score, mystery shopper and general feedback opportunities, SUSU and Be Active also have ways that feedback can be given. Furthermore, Staff will be heavily encouraged to speak to students and see if any improvements can be taken.</b></p>
<p><b>We value and engage with each other by utilising our differences in order to create high quality work, research and education</b></p>	<p><b>We will continue to work closely with stakeholders both internal and external to ensure that we continue to deliver high quality work that enables students to lead an active lifestyle without any barriers, while also celebrating our differences and giving students and staff the chance to learn more with events such as UK Disability History Month. Sport at Southampton will support each other and engage with students when running one off EDI events or events. We will also work with BUCS and Activity alliance to learn from their findings.</b></p>

<p><b>We intentionally lead and influence social change at both a local and national level – we are seen as innovative and bold leaders</b></p>	<p>We will continue to search for ways to lead the sector when it comes to EDI, with us aiding by being one of the first HEI's to set up a completely complimentary sport scheme (Be Active). While finding opportunities which will allow us to influence social change such as consulting with the southern BUCS network group.</p>
<p><b>You feel safe, included and welcome in club and society settings</b></p>	<p>Clubs and societies need to be safe, inclusive and welcoming spaces and new committees are trained by SUSU when they start to make sure that is the case.</p> <p>We know that unfortunately sometimes committees allow or even facilitate behaviour which is not in line with our values or expectations. If we are made aware of any concerns, we will take these seriously and our staff will investigate. Committees or individual members may then be required to attend a Student Disciplinary Panel who have the power to impose a wide range of sanctions.</p> <p>You can report any concerns anonymously using the form here: <a href="#">Clubs and Societies Reporting Form</a>. You need to be logged in with your student email to use the form but the only people who will know your identity are senior members of staff at SUSU. Your details will not be shared with the club or society without your consent.</p>

This is a joint commitment by Southampton Sport with the support of SUSU, the Student Engagement team, Equality, Diversity & Inclusion team, and the Student Inclusion & Disability team. This active lifestyle commitment is an ongoing commitment, and we are always looking for ways this commitment can be added to. If you have any feedback about this, feel free to get in touch via email [southamptonssport@soton.ac.uk](mailto:southamptonssport@soton.ac.uk)



ACTIVE FOR ALL

at Southampton Sport