

2024-25 EDI priorities for Department of Chemical Engineering

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1. Bully and harassment training	<p>Facilitated sessions of anti-bullying and harassment training for staff</p> <p>Monitor uptake of relevant training by staff and organise mandatory Active Bystander training for students.</p>		<p>Co-chairs of EDCC</p> <p>Executive committee</p>	Continuous - review summer 2025	Improved survey results on bullying and harassment	
2. Improving EDCC representation and participation	<p>Clear ToR and refresh membership</p> <p>Include membership from UG and PGT students</p>		Co-chairs of EDCC	Refresh membership – Jan 2025	Most student and staff groups represented in EDCC membership	
3. Improved physical and mental health, and wellbeing	<p>Start of term communications about the importance of mental health and work-life balance.</p> <p>Clearly sign post mental health support during induction and Departmental website.</p> <p>Encourage staff from each job family to be trained as Mental Health First Aiders</p>		<p>HoD</p> <p>Co-chairs of EDCC</p> <p>Communications Manager</p>	Continuous – review summer 2025	<p>Improved satisfaction in staff surveys</p> <p>More staff from each job family to be trained as Mental Health First Aiders</p>	

4. Beacon activities

ChemEng Day 2025
Share EDI achievements and good practice with other universities

HoD
Joao Cabral

Summer 2025