



# Equality, Diversity and Inclusion (EDI) pocket guide.

Your story makes  
you stronger.

# Meet the Head of Inclusion and Learning Support.

Part of BPP Group Education Services, working closely with Learning Support, Safeguarding, Counselling, Learning and Teaching, Employability, Students' Association, Library Services, all Schools and support teams.



**Nicholas Glossop**  
Head of Inclusion and  
Learning Support

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**We listen, consult, reflect and learn from our students; their diversity makes us stronger.**

We engage with and support students and strive to improve our services and academic experience through the perspective of Equality, Diversity and Inclusion.

**Nicholas Glossop**  
Head of Inclusion and Learning Support



# What is Equality, Diversity and Inclusion at BPP?

First and foremost, BPP is your organisation – your story makes us stronger. We have an Equality, Diversity and Inclusion Office because we know that your identity – who you are – drives all that you do.

We know that how you feel affects how you study. We know that your race, gender, sexual orientation, age, neurodiversity, (dis)ability, faith, religion and beliefs energise you. We also know that world events, history, culture, perspective and experiences matter to you. We acknowledge that these can be emotive subjects, which need to be discussed.

We are striving to ensure that your experience at BPP is inclusive and free from prejudice and discrimination.

So, the Equality, Diversity and Inclusion Office at BPP leads on a wide range of strategies, initiatives, events and consultations to ensure that we:

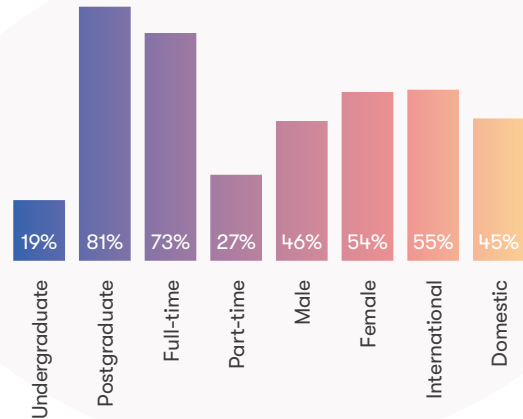
- Understand who our students are and what motivates them
- Understand how our students perform and what affects their performance
- Promote inclusion and remove barriers to learning
- Respond to discrimination and harassment in all its forms
- Build strategies to improve experiences and improve performance

Come and talk to us, work with us, join the conversation, help us make our services even more inclusive so you can focus on being the best you can be. We have a wide range of services available to support you.

- Contact us for a friendly chat
- Talk to us if you have something on your mind
- Talk to us if you see or experience something you don't like which relates to your identity
- Consult with us – help us when we ask for your input

## Our University Profile

BPP is one of the most diverse education providers in the UK.





## Your data.

Yes, we want to know your business! The profile on page 5 is built using the Equality and Diversity information students submit at admissions and registration. Those annoying forms that ask you all sorts of personal questions about your age, gender, sexuality, race, religion, whether you're disabled etc.

It all goes to help make things better. It tells us where to direct our resources and services; it shows us if students aren't making the most of things, or if particular groups are not engaged, it ensures that you get what you're paying for.

We can't change things without your help. So always fill in your data as much as you can. We promise to keep it safe and secure. See our **Privacy policy** for more information.

# What is Equality, Diversity and Inclusion?

## Diversity

Diversity includes all individuals by recognising that everyone has a range of visible and non-visible characteristics which make them unique. In contrast to equal opportunity, diversity is not about treating people equally but recognising and responding to different needs, experiences and aspirations and acting accordingly.

## Equality

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability – Equality and Human Rights Commission (EHRC).

## Inclusion

Inclusive education ensures that structures, practices, and attitudes facilitate the needs of all individuals and groups. An inclusive education fosters a sense of belonging in which difference is respected and valued and everyone benefits from a supportive energy and commitment from others.

## Social mobility

Social mobility is the shift in an individual's social status. Indicators of social mobility include Indices of Multiple Deprivation (IMD), free school meals, parental or carer occupation and prior educational attainment. Such measures are intertwined with protected characteristics, such as ethnicity, race and disability. Access to post-16 education is a fundamental mechanism by which individuals, groups and communities can improve their social mobility and hence life chances.



# Our strategic approach.

Equality, Diversity and Inclusion is fundamental to our guiding principles and is embedded into the design and delivery of all our programmes, supporting retention, and fostering achievement for all. It is only through mainstreaming Equality, Diversity and Inclusion with all our students, stakeholders and partners that we will build a positive contribution to a fairer society. We will continue to achieve this through the development of a systematic approach to embracing change, seizing opportunities, and driving Inclusion and fostering social mobility in the professions. Our aim is to improve the experience and attainment for all.

## Our strategic EDI principles



### Learners are partners

We will work with learners to understand their perspectives, experiences, expectations and needs



### Inclusive culture and delivery

Our culture, programme design and learning and teaching are inclusive and engaging for everyone



### Celebration and reflection

We encourage, listen and support a wide range of perspectives and values



### Social mobility

We reach out, collaborate and support routes into education

# The legal bit.

Did you know that in Britain, the Equality Act 2010 and Human Rights Act 1998 protect you and ensure that you are able to live, work and study in an open and tolerant society? Respecting the values and beliefs of others is an important step towards community cohesion, personal and professional development. At BPP and in the UK, you will be exposed to values and beliefs which may be different from your own. Responding in a respectful way is a true sign of professionalism and demonstrates a maturity, which will assist you in building a truly global perspective.

At BPP, our values ensure that we learn through understanding and tolerance, with the ability to challenge divisive or radical threats to tolerance and respect.

Email [inclusion@bpp.com](mailto:inclusion@bpp.com) for more information or to report an incident.



# Services and support.

## Facilities

We provide multifaith rooms, gender-neutral toilets, accessible building and facilities, guidance and support.

## Events

We celebrate events such as: Black History Month, International Women's Day, Pride Month, Disability and Mental Health Week.

## Partnerships

We work hand-in-hand with outside groups and other initiatives, including Aspiring Solicitors, Access to Accountancy, Stonewall, NEON, Leadership through Sport and Business, 10000 Black Interns, the Race Equality Charter, The National Association of Disability Practitioners, the Law Society, partner professional firms and our regulators.

## Projects

Current projects include Race Equality Charter and Access to Accountancy's RISE initiative.

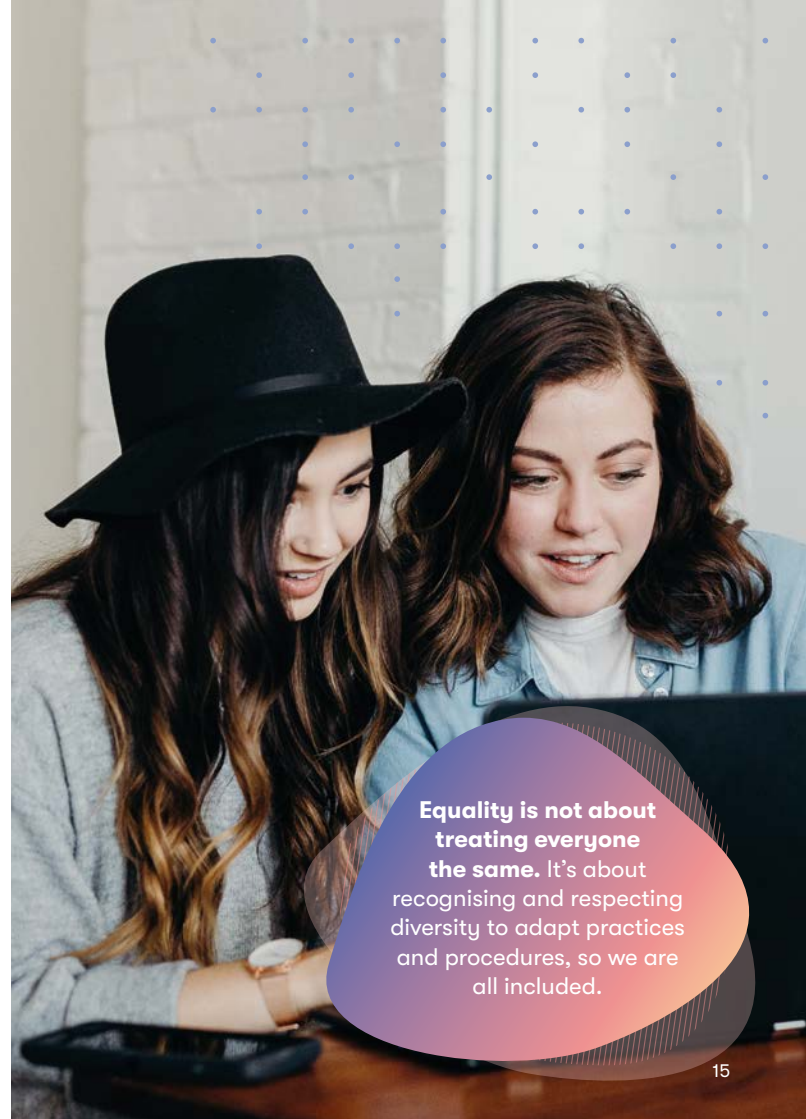
 **aspiringsolicitors**





## Opportunity

- We support, celebrate, and advocate for students with protected characteristics, care-experienced students, students with caring responsibilities, and socially disadvantaged students
  - We celebrate different cultures, ethnicities, and backgrounds
  - We want to have those difficult conversations about history, prejudice, and injustice
  - We provide access to networks and professional diversity networks
  - We consult with students and hold focus groups
  - We provide safe spaces to speak confidentially about diversity issues
  - We offer support with isolation, caring responsibilities, and can guide you through the unfamiliar
  - We will advocate for you with other teams
  - We encourage an understanding of the importance and impact of diversity
- If you would like to find out more, connect with like-minded individuals or contribute to one of our diversity programmes, don't hesitate to contact us at **[inclusion@bpp.com](mailto:inclusion@bpp.com)**



**Equality is not about treating everyone the same.** It's about recognising and respecting diversity to adapt practices and procedures, so we are all included.



# Faith and religion.

We are proud of the extensive representation of faith and religion at BPP. We aim to provide an educational experience which embraces mutual respect and a shared commitment to the common good. Our commitment to supporting inter-faith relations builds from our shared understanding of the diversity and richness that faith communities contribute to society.

We seek to foster good relations, build trust and understanding, develop mutual respect and encourage the development of inter-faith community cohesion. We know that faith and religion form the foundation of the lives of many of our students.

We value, tolerance, service to others, inclusivity, accountability, respect and learning.







We have multifaith rooms in all our larger sites, with wash facilities. Please ask to use a classroom where multifaith rooms are not available.

If you would like support in relation to matters of faith and religion, please don't hesitate to contact us. We offer a range of support such as guidance on fasting, religious observance, world events and developing a shared understanding.

Don't be a bystander! If you see or experience anything that doesn't sound or look right including discrimination or harassment, please let us know and we will follow it up in a sensitive and professional way. Please email: **[inclusion@bpp.com](mailto:inclusion@bpp.com)**

## Find a Faith Centre

We can help you find a local faith centre.

-  **Find a Mosque**
-  **Find a Church**
-  **Find an Evangelical Church**
-  **Find a Synagogue**
-  **Find a Hindu Temple**
-  **Find a Sikh Gurdwara**

If your faith or religion isn't listed here, please contact us and we'll help you find a faith centre local to you.



# Care experienced.

We understand that leaving the support and care you are familiar with can be a daunting experience. Coupled with taking the first step to attend university or an apprenticeship, this is a big move for anyone. At BPP we hope that you will settle in and make lots of new friends and colleagues as part of the BPP family. We are here to support you along your journey.

Have a look at the Students' Association website where you can join clubs and societies attend events, it's a great way to meet new people. Join the **BPP Community** platform and one of their many groups.

To discuss how we can work with you and support you please do not hesitate to contact: **inclusion@bpp.com** – we can provide a named contact to ensure you always have someone to talk to.

# LGBTQ+.

BPP has been a proud Stonewall Diversity Champion for over a decade. We support lesbian, gay, bi, trans, queer, and questioning (LGBTQ+) students. We strive for an educational experience where students who identify as LGBTQ+ can be themselves and reach their goals and aspirations. In partnership with a wide network of external organisations we are working to support all students.

Through a deepening understanding of personal and cultural histories, individual influences, hopes and fears we can begin to reduce unconscious bias, tackle microaggressions and remove all forms of discrimination.

If you are coming out and need some support, then don't hesitate to contact us.



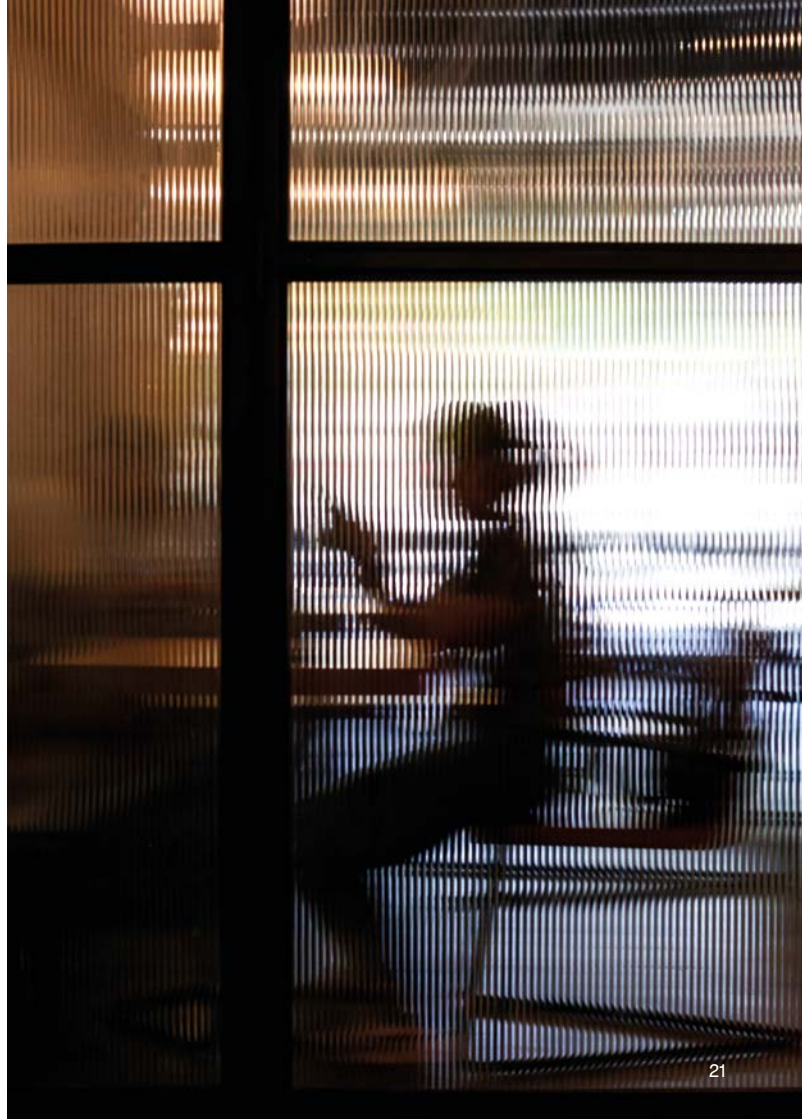
# Gender transitioning.

## How we can assist

The start of or intent to transition is different for everyone. It's about you the individual. Our dedicated Inclusion Team can support you through the process of taking the initial steps towards gender transition, such as coming out, emotional support, impacts on your registration status such as your gender, name, ID cards, advice and guidance or in relation to public appearances in a different gender role.

- We can arrange a meeting with our Inclusion specialists
- Work with you to develop an action plan (this often helps manage the transitioning process)
- Work with you to manage the reaction of others
- Help you support changes in your appearance
- Identify an ally or key contact to work with you during your studies
- Provide access to our Counselling Service

Please contact us at **[inclusion@bpp.com](mailto:inclusion@bpp.com)** or contact **[nicholasglossop@bpp.com](mailto:nicholasglossop@bpp.com)** to arrange an informal conversation.



# Race and ethnicity.

We celebrate the diversity of our students. We know that identity can be complex. Identity is rooted in our histories, our cultures, our communities, our families, our geographical locations and our very sense of self. We know that our shared history has at times been a painful journey and that the legacy of the past has left its mark in the present. We are here to listen and discuss our shared past and how we move forward together as one community. Our stories must be shared with trust, confidence, openness and optimism. We know that our stories make us stronger.

We will avoid using terms like 'BAME' and 'BME'. They are out-dated and do not reflect the inclusive approach we have adopted at BPP.

'BAME' stands for 'Black, Asian and minority ethnic' and 'BME' stands for Black and Minority Ethnic'. We know that these terms don't represent everyone. For example, white ethnic minorities such as Gypsy, Roma and Traveller of Irish Heritage groups, are especially marginalised by these terms. The terms are used by government departments, the media and other organisations when referring to ethnic minority groups. We want to avoid language which discriminates or makes individuals or groups feel uncomfortable. Instead, we will simply use the term 'ethnicity' or 'race', so it refers to everyone equally and fairly. If you want to talk to us and share your views, please contact the Inclusion Office.

## Reporting racism and discrimination

BPP University stands firm in its zero tolerance towards racism and discrimination in all its forms. BPP is proud to have a diverse community of students, staff and alumni and will continue supporting our BPP community to stamp out racism with the assurance that avenues for confidential reporting of such incidents remain available at BPP to all students and staff.

BPP has joined the Race Equality Charter, to find out how you can get involved please contact us.



# EDI programmes.

## Diversity Ambassadors programme

Diversity Ambassadors will have the opportunity to work in a diverse team across diverse backgrounds, to design and deliver activities on the BPP campus and online:

- EDI-focused activities and events for the wider student body
- Produce engaging social media content
- Host and contribute to our popular EDI podcast on issues that matter to you
- Write short articles for our website
- Meet and engage with new people at BPP and externally

If you are interested in enhancing diversity and inclusion conversations and collaborations, and in meeting new people at BPP, then apply to be a Diversity Ambassador!

## Reverse Mentoring programme

The aim of the Reverse Mentoring programme at BPP is:

- For a student to mentor BPP staff or faculty on a one-on-one basis. To share what it is like for them to attend BPP and to provide a cultural and inclusive exchange
- To encourage dialogue at an individual level; whereby staff and students experience a much deeper and more open conversation, leading to a far greater appreciation of diversity and inclusion

- To create more interaction between faculty and students and opportunities for new perspectives for inclusive teaching at BPP

To apply for this programme or for more information on the programme please contact the Inclusion Team at: [inclusion@bpp.com](mailto:inclusion@bpp.com)



**This experience was really interesting and helpful.** My mentee and I discussed a lot about how diversity and inclusivity works in different stages of life such as the communities you grow up in, university and work life, which was especially useful for me as my mentee had already had decades of experience in the sector I eventually want to go in to.

**Donia Bennaceur**  
Student Reverse Mentor





## Contact us.

Don't be a bystander! If you see or experience anything that doesn't sound or look right including discrimination or harassment, please let us know and we will follow it up in a sensitive and professional way. Please email: [inclusion@bpp.com](mailto:inclusion@bpp.com)

### For all other enquiries:

✉ [inclusion@bpp.com](mailto:inclusion@bpp.com)

### More resources available:

🌐 [bppstudents.com/  
support](https://bppstudents.com/support)

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