

# Equality, Diversity and Inclusivity Strategy

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## 1. Introduction

- 1.1. One of the goals of Design School Asia is to drive fairness of opportunity in access to higher education. It is an imperative on the School that we design our programs in such a way as to promote success among all students. An inclusive curriculum design approach is one that takes into account students educational, cultural and social background and experience as well as the presence of any physical or sensory impairment and their mental well-being. This includes:
- a) our program directors with responsibility for designing whole curriculums or working with colleagues whose main interest may be their own module;
  - b) experienced staff who recognise the need to extend their awareness of inclusion and address issues of entitlement and fulfilling anticipatory duties;
  - c) staff new to teaching in higher education who may be participating in institutional teaching and development modules or preparing for accreditation;
  - d) staff involved in quality processes associated with the validation of modules and programs with responsibility for ensuring that new or revised modules meet quality legislation anticipatory requirements and address institutional goals relating to quality and effective use of resources
  - e) teaching and development staff whose role is to support, encourage and motivate all of the above.

## 2. Aims for our students

- 2.1. To ensure that anyone with talent and potential should be able to study with us by promoting inclusion, advancing equality of opportunity, and creating a diverse student population in which all students, regardless of background are offered the same choices and opportunity.

## 3. Aims for our staff

- a) to have a staff group that reflects the makeup of, and is able to effectively support, our increasingly diverse and global student profile;
- b) to attract staff and students from all backgrounds to ensure the widest possible talent pool from which to recruit;
- c) to create and maintain a diverse and inclusive working environment that is reflected in staff and student satisfaction and engagement, and in our reputation;

- d) for every staff member to have the opportunity to reach their potential within the organization, maximising performance and motivation
- e) To have a workforce with a diverse range of experiences, outlooks and approaches to bring maximum flexibility, creativity, and problem solving skills
- f) To ensure Design School Asia is compliant with its legal responsibility to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people of different protected groups.

#### 4. Resources

- 4.1. For more information please read the UKs Inclusive Curriculum Design in Higher Education report from Advance HE

<https://www.advance-he.ac.uk/knowledge-hub/inclusive-curriculum-design-higher-education>

## Document version control

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Purpose/Change	Author	Date
Original document approved.	IO	01/12/2020