University of Liverpool Policy Statement – Creating an Inclusive Physical Campus (Built) Environment for Students and Staff

1 Policy Statement

The University of Liverpool is committed to providing an inclusive campus environment which enables all students and staff to achieve their potential. This means:

- We will be proactive in our approach to inclusivity[1]
    - going beyond minimum standards and legislative requirements wherever possible and continuously seeking to identify and address potential barriers to accommodate the needs of our University community
- We recognise the concept of 'inclusivity' as signifying a higher standard of provision than 'accessibility[2]'
    - we believe that all members of our community should not only be able to *access*, but should be made to feel fully *included* in the activities of the University, and we will endeavour to ensure the built environment of the campus supports this aim
- The University is determined that its responsibilities under the Equality Act 2010 will be enacted in a way that promotes access to services and employment as well as physical space
- The current focus will be on improving the built environment of the University's campuses, which require ongoing development to improve the accessibility and inclusivity
- We acknowledge that the development of our campus space will be ongoing and recognise challenges and limitation which may be faced along the way, such as those which relate to historic building design vs modern expectations

2 Our approach

We undertake our responsibilities to create inclusive access through the following approach:

- **Understanding** – of the legislative context, good practice, experiences of staff and students and detailed knowledge of current access.

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[1] '**Inclusivity**' for the purpose of this policy statement is defined as; *recognising differences and ensuring that everyone regardless of (yet not limited to) their; age, disability, gender-identify, marital or civil status, pregnancy status, race, ethnicity or nationality, religion or beliefs, sex and sexual orientation, are treated with respect and feel as though they have been considered.*

[2] '**Accessibility**' for the purpose of this policy statement is defined as; *ensuring everyone, regardless of (yet not limited to) their; age, disability, sex or gender-identify, can safely access and utilise facilities, services and physical spaces with ease and dignity*

- **Engagement and prioritisation** – ensuring that the prioritisation and development of plans is in consultation with experts and stakeholders.
- **Responsibility** – identify clearly roles and responsibilities for taking forward this activity.
- **Action & communication** – confirming planned activity with clear timelines and regular reporting on progress to stakeholders.
- **Transparency** – in decision making and future plans.
- **Proportionality** – recognising that due regard needs to be paid to a range of factors including impact and affordability, but considered in the context of the University's overarching commitment to provide an inclusive campus.

3 Roles and responsibilities

Creating and maintaining an accessible environment is the collective responsibility of all staff, with leaders across the University taking on the key responsibilities and related actions.

The Inclusive Campus Steering Group (ICSG)

The Inclusive Campus Steering Group (ICSG) is the overarching committee into which wider University groups feed into with matters concerning access and inclusive, including dedicated subgroups that focus on; Reasonable Adjustments, Policy and Engagement, Building and External Environment. The ICSG group consists of University staff who provide leadership and strategic oversight for the prioritisation and coordination of continual improvement in this area, with membership draft from departments across the University. Represented departments include; Facilities, Residential & Commercial Service (FRCS), Human Resources, Student Administration & Support and the University Safety Office.

The ICSG reports to the University Equality, Diversity & Inclusion Committee and is responsible for:

- The development and implementation of an Inclusive Campus Plan
- The strategic coordination and prioritisation of a programme of work on a rolling basis to improve the physical accessibility and inclusivity of the campus
- Ensuring that progress is monitored and maintained to achieve this, with appropriate scrutiny and governance provided and for communicating improvements and planned improvements to the University community

The ICSG is also linked to the Campus Optimisation Project, feeds into the Capital Investments Planning Group, and consults with staff and student related groups, networks, and societies as appropriate.

4   Additional resources

Resources for Staff:

[Facilities, Residential and Commercial Services (FRCS) related information;](#)

- Built Environment, Inclusivity and Accessibility Policy
- Inclusive Design Standards Guide setting out minimum expectations for inclusive design
- Campus plan for improving accessibility

[Human Resources (HR) related information](#);

- Staff disability advice & guidance (e.g. Information on; Reasonable Adjustments, Accessible Parking, Support, etc.)
- Managing Diversity: Managing Reasonable Adjustments for Disabled Staff
- Managing Diversity: Supporting Mental Health at Work

Resources for Students:

[Student Services information](#);

- Student disability advice & guidance (e.g. Information on; Reasonable Adjustments, Accessible Parking, Support, etc.)
- Policy and Procedures Regarding Reasonable Adjustments and Support for Disabled Students
- Student Mental Health Code of Practice and Guidelines for Staff and Students

General resources:

- [General Emergency Evacuation Plans (GEEPs)](#)

5   Policy statement queries

If you have any questions relating to this policy statement, please contact the ICSG Policy & Engagement Subgroup via the Diversity & Equality Team: equality@liverpool.ac.uk