



**Liverpool  
Guild of  
Students**



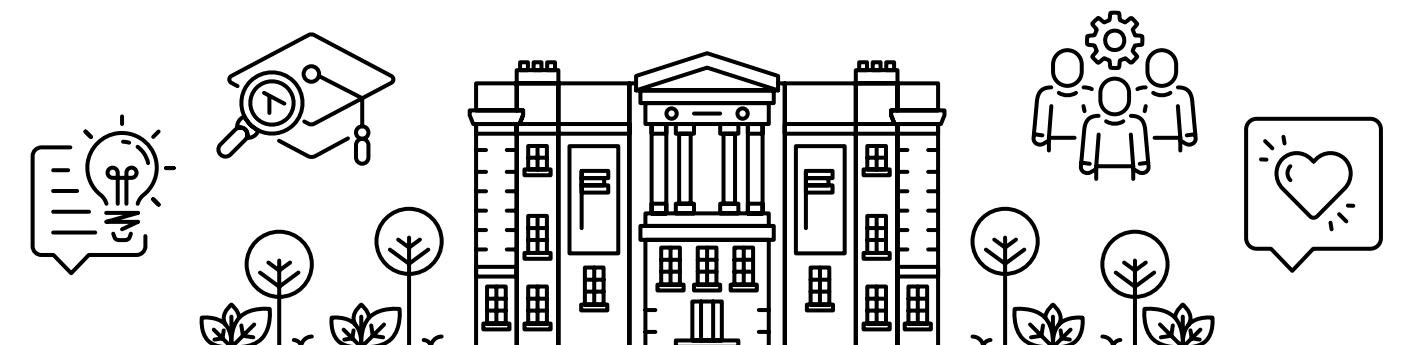
@LiverpoolGuild

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# **EDI Excellence Plan**

## **2025-27**

**Ensuring all students and staff feel they  
belong and thrive in our diverse and  
inclusive community.**



# Where we want to be:

## Our Commitment

**The Guild is committed to achieving Equality, Diversity and Inclusion by ensuring our staff and members all feel equally supported, welcomed and included. We proactively seek to remove barriers to participations across all activities and areas of work, supported by a staff team that more closely reflects our communities.**



## What success looks like:

### Our Goals

1



Developing our team  
and making sure all of  
our staff feel supported

2



Consistent EDI  
practice across all  
areas of the Guild

3



Increasing diversity  
in our staff teams

4

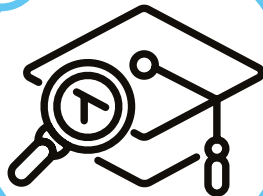


Diversifying the  
student offer across  
the organisation

## How we're going to get there:

### Research

1



Comparing EDI approaches  
from across Student  
Unions and Universities  
across the country

2



Researching EDI  
best practice

## How we're going to get there:

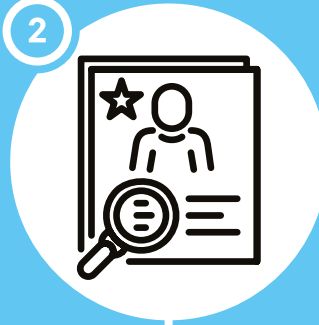
### Data

1



Analysing diversity data  
from our employees  
and members

2



Analysing  
recruitment data

## What success looks like:

### Board level input – People Culture and EDI Committee

1



Gaining advice and guidance from our  
trustees with high levels of experience  
and specialism in this area



## How we're going to get there:

### Staff and Student Voice



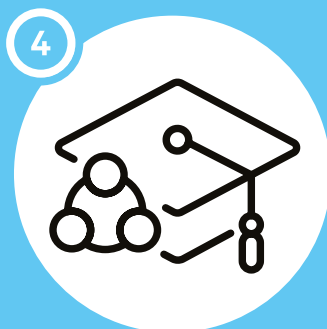
1  
EDI Excellence working group and feedback mechanisms



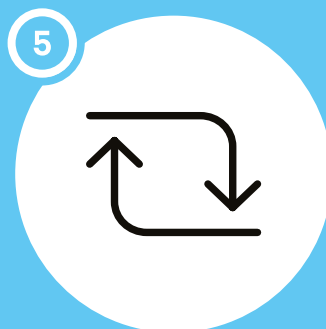
2  
Employee engagement surveys



3  
The Staff Consultative Committee and Staff/Student Representatives



4  
Student EDI Assistant



5  
Change It



## What success looks like:

### Utilising Expertise



Employing and working with skilled staff  
or organisations with EDI Experience

## Staying on Track:

### Monitoring

The progress against the Equality, Diversity and Inclusion workplan will be monitored through the People Culture and EDI Committee on an annual basis.



The EDI Excellence Action working group will be responsible of actioning elements of the Equality, Diversity and Inclusion Excellence workplan, working together to keep us on track and staff up to date on the progress.



The EDI Assistants will be responsible for championing the EDI Excellence message with support from students and colleagues.

We're working together to create an inclusive and diverse community where our members and staff thrive. Join us for the journey.