

Intentional

Programmes focused on an equality, diversity and inclusion issue, or addressed an existing identified deficit in the representation of diverse experiences in existing and planned student engagement strategies.

Authentic

Programmes engaged participants, both students and staff, reflecting the diversity of the student body, expressing a range of underrepresented voices and include lived experiences of marginalisation and disenfranchisement.

Co-created

Programmes moved beyond collaboration and were truly co-created with the students working towards a trusted partnership.

Championed

Programmes were championed by a senior leader to ensure profile and effective resourcing.

Empowering

Programmes empowered their participants to evoke change and assist the institution to better understand how their existing institutional cultures are exclusionary.

Attributes of success identified from the research

The toolkit identifies a range of attributes from student engagement programmes across six UK higher education institutions which supported their efficacy and success in terms of developing inclusive practices in their institutions. In so doing, the toolkit assists Advance HE members to develop and deliver meaningful student engagement programmes which drive inclusive cultural change.

The toolkit also contains a series of 9 case studies which outline the key aspects of the programmes explored within this project. Many of the programmes embraced most of the attributes outlined here; some programmes championed them all. However, in the case studies which form part of this toolkit, we have identified specific attributes which are particularly well exemplified.

Embedded

Programmes became key components in the delivery of institutional priorities and were embedded within institutional processes, such as academic and corporate governance.

Evaluated

Programmes were comprehensively evaluated to show the impact on students, staff and the institution as a whole.

Flexible

Programmes were agile and actively evolved and developed through their engagement with students, staff and the institution.

Visible

Programmes were shared with a variety of key stakeholders at all levels, promoting a coherent and consistent narrative around equity and inclusion.

As part of the toolkit, we have created a short [video](#) to summarise these attributes.