Edinburgh Napier University is committed to the creation of an inclusive culture.

We will:

- Celebrate diversity
- Enable our employees to feel comfortable to declare their sexuality openly in the University
- Be international in our outlook
- Achieve Athena SWAN accreditation for all schools
- Clearly demonstrate that appointment and progression is always made on the basis of merit
- Aim to continue to increase the total number of disabled employees across the University
- Have passionate senior sponsors of networks
- Empower our Inclusion Committee
- Be a University that acts with respect and integrity
- Ensure that from interview to appointment, throughout training and career development, employees will not face barriers that can be reasonably overcome
- Encourage groups to celebrate religious events that are important to them
- Create an environment where people are able to progress their careers regardless of their age
- Have a University Leadership Team that is gender balanced
- Create a culture where those with caring responsibilities feel supported
- Recognise and support our transgender and non-binary community