**­Foundations of AD Wellbeing, Inclusion, Diversity & Equality (WIDE)**

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| **Pillars** | **Flourishing**  Wellbeing and Mental Health | **Embedding**  Governance and Policies | **Belonging**  Recruitment, Representation and Retention | **Academic**  Curriculum, Teaching, Research and Charters |
| **Suggested Components** | **Connect**  WIDE Open cafes, WIDE walks, meet in person (e.g., induction sessions)  **Be Active**  Lunch walks, university facilities  **Take Notice**  Caring (welcome plants), sharing success stories, **Mental Health Champions** – role open to anyone with an interest  **Keep Learning - Development**  CPD (e.g., unconscious bias training), mindful activities in staff rooms (e.g., puzzle books), reading groups and networking  **Give - Collegiality**  Buddy/mentor system | **SMS Role Descriptors**  Part of developing WIDE principles and policies at SMS by working across the university and beyond  **WAM**  Core hours, email times policy, hybrid working  **Integration of WIDE**  Achieving Success, SMS mentoring policy,  **Working with SMS senior leadership** – engaging under-represented communities with ADBE, WIDE in job descriptions | **Visual**  Pictures of staff, WIDE ideas on the wall and ‘SMS Voices + Faces’posters  **Awareness**  Newsletter pieces, blogs, fact sheets, posters, social media  **WIDE calendar**  **Recruitment**  Focus group of new recruits - what worked and areas for improvement  **Induction**  Staff induction programme (including meeting with ADWIDE), attending student inductions, individual ‘Wellness Action Plan’s | **Research Concordat**  **Inclusive Curriculum**  **Inclusive** **learning resources**  **Inclusive Research**  **AACSB**  Diversity and Inclusion standard  **Athena Swan** accreditation  Support for Action Plan owners, AS Panel feedback, Action Plan as a dynamic document – Silver aspirations |

**Data Management System**

WIDE data collection, management, evaluation and reporting

Pulse Surveys – to benchmark, assess trends and identify hotspots

**Outreach – Information and Social Media**

SharePoint – WIDE resources

Social Media - [Twitter](https://twitter.com/WIDEatSMS) and [Instagram](https://www.instagram.com/wideatsms/)