**­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** accreditationSupport 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/)