



We are committed to being an inclusive employer and are working towards having a more diverse workforce, creating an open culture, and living our values of diversity and openness.

We strive to create a welcoming, inclusive and engaging working environment that is free from discrimination in all its forms. We know that everyone stands to benefit when we embrace and value the diversity of thoughts, ideas, and ways of working that people from different backgrounds, experiences and identities can bring.

Equality, diversity, and inclusion (EDI) are also central to the role of the OfS, given our mission to ensure that every student, whatever their background, has a fulfilling experience of higher education that enriches their lives and careers. This gives us a powerful mandate to deliver our organisational EDI objectives and values.

What does EDI mean at the OfS?

- We want our workforce to be more diverse and we are taking action to change this at all levels of the organisation. We particularly welcome applications from people with a disability or impairment, those who identify as LGBT+ and those from a black, Asian and minority ethnic background, as these groups are underrepresented within our workforce.
- We support five staff networks (Black, Asian, and Minority Ethnic, Carers' and Parents', Disability Equality, LGBTQ+ and Women's). They are run by staff, offer support to staff, run events, raise awareness of the barriers faced by underrepresented groups and provide advice to management. We are committed to learning from good practice and take an evidence-based approach to improving diversity and inclusion.
- We offer a range of flexible working options and following a period of remote working due to the pandemic and the feedback we have received from staff about the benefits to them and the organisation of a more flexible approach, we are currently looking at new ways of working.
- We are proud to be a 'Disability Confident' employer. We offer a guaranteed interview scheme if you meet the minimum requirements for the job and are happy to discuss reasonable adjustments as part of your application so that you can perform to your full potential, both through the selection process and then in post, if you're successful.

What's next?

If you want to be part of an organisation that has EDI at its core, do please apply and join us! I wish you all the best.

Nicola Dandridge, Chief Executive, Office for Students