

## Appendix 1 - Training programme (1 April 2025 – 31 March 2026)

<b>ANNUAL EVENTS</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
26/05/25	Belfast Campus	<b>Resident Assistants – UB and EDI</b>  People Development and Equality, Diversity and Inclusion	35
25/11/25	Belfast Campus	<b>HRM Students – Issues in EDI at Ulster University</b>  Equality, Diversity and Inclusion	12
<b>INCLUSION HOUR</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
24/02/26	Microsoft Teams	<b>Inclusion Hour – Staff DisAbility Network</b>  A lunch time chat with the Co-Chair of Staff Network about her experiences at Ulster University and her previous role running a staff network.	8

<b>RECRUITMENT TRAINING</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
08/04/25	Coleraine Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	20
06/05/25	Belfast Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	20
10/06/25	Belfast Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	20
23/06/25	Coleraine Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	16
03/09/25	Derry-Londonderry Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	9

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16/09/25	Belfast Campus	<b>Recruitment Training – UB and EDI</b> Resourcing and Equality, Diversity and Inclusion	15
29/09/25	Coleraine Campus	<b>Recruitment Training – UB and EDI</b>  Resourcing and Equality, Diversity and Inclusion	18
<b>CONTENT ACCESSIBILITY</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
29/08/25	Microsoft Teams	<b>Senior Managers Cascade</b>  Equality, Diversity and Inclusion	Cascaded to all staff
12/09/25	Belfast campus	<b>Learning session for Marketing team</b>  Equality, Diversity and Inclusion	20
<b>SEXUAL ORIENTATION AND GENDER IDENTITY</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
26/11/25	Belfast campus	<b>Ending Violence against women and girls</b>  Nexus	14
27/11/25	Belfast campus	<b>What is Coercive Control?</b>	8

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		John Darrag	
05/02/26	Online and across all three campuses	<b>Transgender and non-binary awareness training</b>  Cara Friend	24
11/02/26	Online and across all three campuses	<b>Ending Violence Against Women and Girls (EVAWG) Training – with an LGBTQIA+ lens</b>  HereNI	12
10/03/26	Online	<b>Disclosure training NEXUS</b>  4 representatives for Ulster University were admitted into this session	4
<b>DISABILITY and AGE</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
04/06/25	Belfast campus	<b>Disability Equality Training</b>  Disability Action	8
11/06/25	Microsoft Teams	<b>Enhancing awareness and inclusivity for neurodiversity in the workplace</b>	23

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		SPARK	
08/09/25	Belfast campus	<b>Sighted Guide Training-</b> Guide Dogs NI	16
11/09/25	Microsoft Teams	<b>Disability Equality and Reasonable Adjustments</b> Equality, Diversity and Inclusion	14
06/10/25 and 29/10/25	Microsoft Teams	<b>Alzheimer's Society</b> Dementia Friends Initiative	40
14/10/25	Microsoft Teams	<b>Age Inclusive Workplaces</b> Business in the Community NI	40
18/11/25	Microsoft Teams	<b>Disability Equality and Reasonable Adjustments</b> Equality, Diversity and Inclusion	16
24/11/25	Zoom	<b>Hidden/ and Less Visible Disabilities</b> Employers for Disability NI	4
04/12/25	Microsoft Teams	<b>Disability Equality and Reasonable Adjustments – For Line Manager</b>	11

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		Equality, Diversity and Inclusion	
08/12/25	Microsoft Teams	<b>Exploring Domestic Abuse at the Intersection of Age, Disability, and Mental Health</b> Equality, Diversity and Inclusion	10
22/01/26	Microsoft Teams	<b>Disability Equality and Reasonable Adjustments</b> Equality, Diversity and Inclusion	13
26/02/26	Microsoft Teams	<b>Disability Equality and Reasonable Adjustments – For Line Manager</b> Equality, Diversity and Inclusion	9
23/03/26	Microsoft Teams	<b>Reasonable Adjustments for Neurodivergent Staff</b> Equality, Diversity and Inclusion	6
<b>Unconscious Bias</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
N/A	LMS Learning System	Pilot Online Module	N/A
<b>Cultural Competence</b>			

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<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
25/03/26	Microsoft Teams	<b>Inclusive Language guidance</b> Delivered to EDI in the Curriculum working Group	18
26/03/26	Microsoft Teams	<b>Inclusive Language guidance</b> Delivered to the Student Success Panel	8
<b>Section 75 and Policy Screening</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
1-1 Meetings and support given to policy owners throughout the year.			
<b>Training Provided to External Partners</b>			
<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Attendees</b>
26/01/26	WAVE Trauma Centre	EDI in the workplace	12
27/02/26	WAVE Trauma Centre	EDI in the workplace	16
06/03/26	WAVE Trauma Centre	EDI in the workplace	16

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