

Inclusive-Uni:  
*Promoting Inclusive  
Campuses for Equity  
and Diversity*

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## Module 2 – Unit 4 Inclusive Strategies in Everyday Practice

## UNIT 4

# Inclusive Strategies in Everyday Practice

Making principles visible in teaching, services and work routines.



## UNIT 4

# Strategies for academic staff

- Plan flexible teaching approaches.
- Publish accessible learning materials before the session.
- Use transparent assessment criteria.
- Provide constructive, usable feedback.
- Encourage participation through multiple entry points.

**Does this help more students participate without weakening the learning outcome?**

Short demonstration video: inclusive assessment and feedback —  
preserve outcomes, reduce unnecessary barriers

**Evidence says:** Inclusive assessment protects standards by clarifying criteria and offering equitable ways to demonstrate learning. [Source: Nieminen 2024; Nieminen, Moriña & Biagiotti 2024 ↗](#)



## UNIT 4

# Strategies for administrative and support staff

- Use accessible, respectful communication.
- Simplify administrative procedures where possible.
- Make support contacts visible and easy to find.
- Recognise individual support needs without stigma.
- Coordinate referral to institutional support services.

**Would a first-time user understand what to do without needing repeated emails?**

**PRACTICAL ACTIVITY 4** · Accessibility checklist: Apply an 8–15 item checklist to a real service, form, webpage or communication.



**Evidence says:** Accessible services depend on clear procedures, plain language and visible support pathways. [Source: UNESCO IESALC 2023; OECD 2023 7](#)

## UNIT 4

# Strategies for HR professionals

- Design inclusive recruitment processes.
- Create accessible onboarding materials.
- Ensure professional development opportunities are equitable.
- Review workplace practices for hidden barriers.
- Support diverse staff members through clear pathways.

**HR strategy test: Does the process assume that everyone has the same prior knowledge, confidence or access?**



**Evidence says:** Inclusive recruitment and onboarding require proactive, transparent and accessible processes. [Source: Yorkshire Universities 2024 ↗](#)

## UNIT 4

# Case study: redesign a compulsory process

## Situation

One online platform is used for all submissions, forms and service requests. Instructions are long, deadlines are unclear, PDF forms are inaccessible and support contacts are hard to find.

**Output: a 5-step inclusive process map.**

## Your task:

- Locate the barriers.
- Identify changes that benefit everyone.
- Name any individual adjustments still required.
- Design a clearer pathway.

**H5P 3 · Teaching Strategies · Case Study / Interactive Book:**  
CASE STUDY · Move from purpose → barriers → inclusive redesign → quality check.

**H5P 3 · Interactive Book / Case Study**  
**Inclusive Design in Practice**  
Moment: after presenting the compulsory-process case · 12–15 min

## UNIT 4

# Training tool: Before → Barrier → Redesign

**BEFORE**

What currently happens?

**BARRIER**

Who may be excluded or disadvantaged?

**ESSENTIAL OUTCOME**

What must remain?

**REDESIGN**

What can change?

**Use this tool in academic, service and HR contexts.**

**H5P 6 · Inclusive Assessment · Drag & Drop · MATCH · Barrier, inclusive strategy, or context-dependent requirement?**

**PRACTICAL ACTIVITY 5 · Before → Barrier → Redesign — Use the slide framework on one real university practice.**

**H5P 6 · Drag & Drop**

**Barrier, Inclusive Strategy, or Context-Dependent?**

Moment: after Before → Barrier → Redesign · 6–8 min

## Review & evidence — Everyday strategies across roles

### EVIDENCE SYNTHESIS

Inclusive practice becomes visible in concrete decisions about assessment, communication, recruitment, onboarding, information design and access to support.

#### What the evidence adds

- Assessment should be designed with student diversity in mind, rather than relying only on individual accommodations.
- Inclusive recruitment guidance emphasises proactive and tailored approaches, continuous employer support and ongoing learning.
- For services, clarity, accessibility and easy-to-find support routes are part of inclusion—not merely communication style.

#### FOR ACADEMIC STAFF

Nieminen (2024) reframes assessment as a matter of inclusion and argues for designing assessment with diversity in mind.

[Open source / report ↗](#)

#### FOR SERVICES / HR

Yorkshire Universities (2024) Inclusive Recruitment Guide in Practice: practical resource for recruitment and employer-facing HR processes.

[Open source / report ↗](#)