

INCLUSIVE IMPACT AWARDS

The Merchant Adventurers' Hall, York
Tuesday 25 November 2025

MENU

Duo of cured and smoked salmon
and beetroot cured, with brioche croutons,
caper berries and orange dill dressing

Mulled celeriac and beetroot with Creme fraiche,
hazelnuts and roast cauliflower puree (🌱)



Ballotine of Chicken with wild mushroom,
Confit leeks and Tarragon cream, fondant potato
and winter root vegetables

Mushroom wellington with confit leeks,
Kale and roast shallots (🌱)



Chocolate tart with orange marmalade
and Creme fraiche

INTRODUCTION

Community without limits isn't just our heritage - it's our future

Tonight, we celebrate the courage to ask bold questions and imagine new answers.

Welcome to the third annual Community Without Limits Inclusive Impact Awards, where we celebrate inspiring individuals and teams actively dismantling barriers and expanding what's possible. This is the community we all aspire to be.

Why This Matters

York isn't merely advocating for the Public Good — we're creating an environment where every member of our community — students, staff, and faculty — doesn't just participate but fully thrives. We connect not only to each other but to our shared purpose.

These awards illuminate our collective journey from our shared past to our vision for actively building our future together.

They celebrate those who transcend traditional barriers — whether that's creating inclusive spaces, transforming systems, or building bridges across academic and administrative boundaries to develop innovative programming. Each nomination embodies our commitment to equity and exemplifies what it means to live our values.

What Vision Means to Action

Tonight, we recognise the inspirational community builders among us — people asking the hard questions and pioneering solutions. These are people who embody our values through action — not because they claim to have all the answers, but because they demonstrate the courage to ask better questions relentlessly, and imagine new possibilities where others see obstacles.

They create a Community Without Limits precisely when it matters most.

The York Difference

York reminds us of what makes York truly special: it's both humbling and inspiring to celebrate the transformational work being undertaken across our university. The achievements we celebrate tonight magnifies our collective energy, our shared purpose.

Together they are making Community Without Limits their business

Charlie Jeffery, Vice-Chancellor and President, *University of York*
Kiran Trehan, Pro-Vice Chancellor, *University of York*

RUNNING ORDER

Arrival drinks and networking

Welcome

- Professor Charlie Jeffrey, Vice-Chancellor and President
- Performances by Rajveer Matharu, Lurvish Polodoo and Shirin Sitara

GUESTS SEATED

Opening of the evening

- Dr Alice Maynard OBE, Chair of Council
- Professor Kiran Trehan, Pro-Vice-Chancellor, Enterprise, Partnerships and Engagement

STARTER

Awards

- The Lighthouse Award
- The Phoenix Award
- The Alchemist Award

MAIN COURSE

Awards

- The Weaver Award
- The Pathfinder Award
- The Bridge Builder Award

DESSERT AND COFFEE

The Vice-Chancellor's Award

Closing remarks

- Member of Council
- Professor Kiran Trehan, Pro-Vice-Chancellor, Enterprise, Partnerships and Engagement

DRINKS AND NETWORKING

Event close

THE AWARDS

The Lighthouse Award

Illuminating public purpose

This award recognises initiatives demonstrating the University's role in public good and practical support during challenging times for communities locally and globally.

SHORTLISTED NOMINEES

All Should Eat

All Should Eat is a student-led project tackling food poverty on campus and in York, supporting vulnerable communities, redistributing surplus food, and providing consistent volunteer power to local charities often constrained by budget limitations.

School of Physics, Engineering and Technology Outreach Team

The Safe Space project tackles the inequity and persistent barriers faced by children and young people with special educational needs and disabilities in accessing science by developing accessible, multisensory astronomy workshops with SEND schools and communities.

York Sport ; 'Show them that you care' community support

Guided by a culture of "show them that you care", the team at York Sport prioritises wellbeing, inclusion and access for staff, students and the wider public. Their diverse programmes address inequality and barriers to engagement, creating welcoming spaces where people can be active, connect with others and experience the benefits of sport as part of a truly community-focused university.

The Phoenix Award

Rising through unprecedented times

For those who have persevered and helped others through challenges and uncertainty. From supporting student mental health, to sustaining research programs through disruption, maintaining teaching excellence under pressure or keeping vital services running.

SHORTLISTED NOMINEES

Alfie Joseph

"Coming to York was the best decision. EDI is often spoken about but here at the University of York, the serious approach to EDI makes a recognisable difference."

Chemistry Wellbeing Team

The collaboration between Chemistry's Disability Officers, Health and Safety team and teaching labs has made a measurable difference in teaching and research lab spaces by tackling the problem of anxiety and high cognitive load experienced, especially for neurodivergent staff and students.

Raj Mann

Raj has made an outstanding contribution to EDI and wellbeing, supporting colleagues and students through bereavement, discrimination, immigration issues, conflict in Gaza, and mentoring many in their professional development.

The Alchemist Award

Turning constraint into opportunities

This award recognises individuals or teams who have demonstrated exceptional resourcefulness and creativity in sustaining excellence despite sector pressures.

SHORTLISTED NOMINEES

Jeremy Moulton

Dr Moulton has made an excellent commitment to enhancing politics teaching at York and has enhanced learning for York students with clear positive impact. By sharing his work beyond the university and publishing on teaching politics, he has made a sustained, substantial contribution to effective and creative politics education in Higher Education.

Student Development and Leadership Team

Despite facing acute staffing, space, and financial constraints, the team transformed their delivery model for York Strengths, resulting in a tripling of student reach and significant cost savings. The program was also enhanced by embedding inclusive, curriculum-based skills development and creating scalable workshops and online resources for students.

Tea and Coffee Club

A powerful intergenerational project linking students with older residents in local care homes to combat loneliness through weekly social sessions. When funding ended, the team transformed this challenge into an opportunity, creating a self-sustaining model that allowed them to grow and significantly expand their support for the community.

The Weaver Award

Connecting across boundaries

This award recognises cross-functional collaborations including academic-professional services, student-staff partnerships, philanthropic work and interdisciplinary teams that have worked together to drive progress.

SHORTLISTED NOMINEES

Learning Through Neurodivergence Project Team

This innovative project to drive inclusive practice within the School of ACT is a student-led collaboration, working in partnership with academic staff. Centred on amplifying marginalised voices, especially neurodivergent students, it created spaces to share experiences and translate these into concrete changes within the project and its wider impact across the School.

New Era for Female Entrepreneurship in York & North Yorkshire

This collaboration between professional services and academic staff brought together female founders, policymakers and business support organisations to evidence women's real experiences, to shape regional policy, redesign business support, and strengthen opportunities for female entrepreneurs across the region.

Thanzi Programme: Health Economics & Policy Unit (Malawi)

This community of researchers, policy-makers, students and professionals is impactfully improving health financing and resource allocation across East, Central, Southern and West Africa. A key achievement has been the establishment of the Health Economics & Policy Unit (HEPU), who's core objective is to improve population health and reduce health inequity in Malawi.

York Environmental Sustainability Institute (YESI): Lindsay Stringer, Jane Güleç, Rachel Drinkhill

YESI breaks down silos to deliver real-world sustainability solutions. By connecting staff, students, and external partners, it tackles urgent challenges, putting university values of community, collaboration, and inclusion into practice while actively promoting equity and inclusion in the sustainability sector, where diversity is still limited.

The Pathfinder Award

Navigating uncharted territory

This award recognises staff, students or teams who have transformed sector-wide challenges into opportunities for innovation across teaching, philanthropic research, operations or student life.

SHORTLISTED NOMINEES

E6 Implementation Group

The E6 Implementation Group at the University of York leads an ambitious, proactive response to an emerging HE challenge, going beyond compliance with innovative, sector-leading practices recognised nationally and internationally.

Karisha Kimone George

Karisha Kimone George has shown courageous, inspirational leadership by taking a multi-faceted approach that educates majority-identity groups, empowers minority groups, and fosters positive relationships between them.

The York Policy Engine

TYPE manages a complex portfolio, balancing the needs of internal and external stakeholders while bridging the two. Through innovation, determination and adaptability, it has built a coordinated way to connect academia and government, empower staff, and enhance York's contribution to major societal challenges.

York SU X University Commercial Services

This collaboration between commercial venues and the SU Sabbatical Officer Team has overcome hurdles to create a permanent, professional system, to redirect surplus food from campus venues to students in need, reducing waste, improving welfare and providing valuable employment skills and experience.

The Bridge Builder Award

Spanning teaching-research-practice divides

This award recognises work that demonstrates education is an ecosystem, not a hierarchy, acknowledging the interconnected value of all university roles.

SHORTLISTED NOMINEES

Disability Community Ambassadors

The Disability Community Ambassadors are part of an interdisciplinary network fostering belonging for disabled and neurodiverse students, collaborating across departments to improve attainment, retention, progression and their experience through community creation.

Professor Sara de Jong, Dr Rachel Alsop, Professor Simon Parker

Rachel Alsop, Sara de Jong and Simon Parker have collectively worked to strengthen connections both university-wide and in wider communities. They have achieved this by coordinating Refugee Week, supporting scholarships, challenging refugee representations and working with students, activists and organisations to advance inclusion.

Toolkit for including disabled people in research team

This cross-functional team brings together psychology lecturers, students from across the university and professional services staff from the Digital Accessibility Unit. Their collaboration tackles a critical systemic issue: the ableism embedded in standard research recruitment and practice, from student projects to professional studies.

The Vice-Chancellor's Award

This award acknowledges those who build differently — with creativity that challenges, innovation that opens doors, and entrepreneurial spirit that brings people together. You're making York a community where different voices aren't just heard — they're the architects of our future.



We would like to acknowledge and congratulate all the other exceptional nominees

Nominations for individuals	
Kathryn Asbury and Vanita Sundaram	Sarah Rafferty – Community Engaged Learning
Phoebe Barraclough	Safeena Rafiq
Dr Anna Bull	Jade Richards
Emily Crossland and Kath Watson	Nikki Savas and Deborah Malley – Biology Lab Technicians
Eros Dalla Sega	Leanne Shaw
Dr Tom Davies	Dr Katy Sian and the Anti-Racist Research Toolkit
Nick Glover	Samriddhi Singh
Blaise Heywood-Tattersall	Professor Liz Thomas
Dr Malim Holst and Professor Michelle Alexander	Maisy Whitehead
Jonathan Hook and Marta Herrero	Amie-May Wilson
Kate Lancaster and Simone Quinn	

Team, Group, Department, Network Nominations	
Admin professional support teams in Biology and Psychology	The combined PS Team for York Law School and the Department of Sociology (includes the Centre for Women's Studies)
Amicable Project Mental Health and Addictions Research Group	The combined PS team for the Departments of Education, Politics and International Relations and the School of PPE
BAME and International Peer Mentoring Student Partnership Project	DARCI Conference on Disability, Accessibility and Representation in the Creative Industries organised by the Enhancing Audio Description Project Team
Campus Safety	
Green Impact Laboratory Accreditation (GILA)	
CHE Support Team	
Chemistry GILA (Green Impact Lab Accreditation) Leads team	

Team, Group, Department, Network Nominations (continued)	
Decolonising and Diversifying the Curriculum – developing a Faculty of Science guideline	Rainbow Alliance
Disability Services Team	Reasonable Adjustments Working Group
Diwali – NHSF (Hindu Society) and British Asian Society (BAS)	Roses 2025- University Radio York (URY), York Student Television (YSTV), Technical Theatre Society (TechSoc), Nouse, Photography Society (PhotoSoc)
Equal Parenting Project	The "STEMMING the Leaky Pipeline" group
ESAY Sustainability Clinic	Stories of Mental Health from York: Past, Present, and Future
The Events Team	Student Expert Panel (2024/5)
Fair Food Futures UK research team	The Student Salon Project
Giving Day Team 2025	Student Systems Team (in the Student Education and Experience Directorate)
Global Runway	Supporting breastfeeding in our community
The Graduate Voices Project Team	Transforming Our University Estate for the Future
Heritage Planning Studio / Planning Club / York Civic Trust Partnership Work	The Volunteering Project: Swap Don't Shop
Let's talk about Politics, staff-student co-creation group	UoY Student Comms Network
Meaningful Business Network	Voice and Partnership in Practice: Co-Producing Support for Teenage Parents in a Deprived North Yorkshire Coastal Town Project
Neurodiversity Toolkit: Dr Tamlyn Ryan, Angharad Stables, Robyn Wheeler	York SU - Run to Roses Campaign
The No Gaps Data team	
The No Gaps Leadership team	
Charlotte O'Brien and the EU Rights and Brexit Hub team	
The Place Project team	
Psychology Working-Class Committee	





64255 – york.ac.uk/design-and-print/