

University Equality Objectives 2012 – 2016



Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
Staff							
1. Ensure that our staff profile improves as measured by Equality and Diversity requirements	a) Examine the staff profile data to ensure that we are advancing equality of opportunity. Publish proposed actions to address any equality issues and champion their implementation	by end 2013	Head of Personnel	√	√		All
	b) Analyse the staff recruitment data and publish proposed actions to address any equality issues and champion their implementation	by end 2013	Head of Personnel				All
2. Increase staff awareness of their responsibilities under the Equality Act 2010	a) Increase the percentage of new staff attending the mandatory 'Making the Difference' introduction to equality within the first 6 months to 100%	by end 2013	Deans & Directors	√		√	All
	Achieve an 85% 'satisfied' rating of a sample of those attending	by end 2013	E&D Manager				All
	b) Include mandatory role-specific equality training as part of the probationary period to be introduced for all new staff	by end 2013	E&D Manager				All

Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
	c) All staff to complete an equality training event	by end 2013	Deans & Directors				All
	d) Collect and analyse data to evaluate the impact of equality training on staff performance	by end 2014	Equality and Diversity Manager				All
3. Enhance staff equality information and improve disclosure rates by promoting a culture in which people feel confident to disclose	a) To improve staff profile data: <ul style="list-style-type: none"> Consult with all staff regarding a disclosure campaign to update staff information to include sexual orientation, religion or belief, transgender status, marriage/civil partnership status Encourage all staff to update their equality information on an annual basis 	by end 2013	Head of Personnel	√			Sexual Orientation, Religion/ Belief, Transgender, Marriage/Civil Partnership
		annually	Head of Personnel				All
	b) Improve the collection of equality data for staff attending professional development opportunities (accredited courses) to bring in-line with data collected for non-accredited courses	by end 2013	Head of CPD				All

Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
4. Improve equality of staff opportunities and experiences	a) Examine the breakdown of staff from different protected characteristics* by groups of pay bands and examine pay gap information as part of our biennial Equal Pay Audit	by end 2012	E&D Manager	√	√	√	All
	b) In the annual review of the appraisal process, collect equality data as part of the evaluation questionnaire	by end 2012	Head of CPD				All
	c) Analyse the equality profile of staff attending CPD courses and publish proposed actions to address any equality issues and champion their implementation	by end 2014	Head of CPD				All
	d) Analyse grievance and disciplinary incidents by protected characteristic and introduce relevant measures to address any equality issues	by end 2013	Head of Personnel				All
	e) Monitor the rate of staff returning from maternity to ensure that we maintain a level at or above 90%	annually	Head of Personnel				Gender

Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
Students							
5. Achieve and maintain an appropriately diverse student body	<p>a) Examine the student profile within each Faculty to ensure that we are advancing equality of opportunity. Publish proposed actions to address any equality issues and champion their implementation</p> <p>b) Ensure that the diversity of potential & existing students is always taken into consideration when creating marketing campaigns in all media channels used including digital, print and broadcast.</p>	by end 2013	Deans Director of Marketing	√	√		All All
6. Increase student awareness of their responsibilities under the Equality Act 2010	a) Undertake a Dignity and Respect campaign to raise awareness of a range of equality issues and annually thereafter	by end 2013	E&D Manager	√		√	All
7. Enhance student equality information	a) To provide more comprehensive data on applicant ethnicity, age and gender, and to provide faculty and award level data	by end 2013	Director of Admissions	√	√		Race, Gender, Age
	b) Ensure that all protected characteristics are included on the enrolment form	by end 2013	Academic Registrar and Director of Student Exp.				All

Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
8. Improve equality of student opportunities and experience	a) Analyse student survey data for each Faculty/Service by protected characteristic and publish proposed actions to address any equality issues and champion their implementation	by end 2013	Deans and Directors	√	√	√	Race, Gender, Disability, Sexual Orientation, Religion/Belief
	b) Analyse the data for appeals against a decision of the Extenuating Circumstances Panel and Examination Board. Publish proposed actions to address any equality issues and champion their implementation	by end 2014	Academic Registrar and Director of Student Experience				Gender, Race, Disability
	c) Further analyse the student complaints data and publish proposed actions to reduce the high level of complaints received by disabled students to 10% (currently 25%) and champion their implementation	by end 2014	Academic Registrar and Director of Student Experience				Disability
	d) Monitor any trends within the data on student withdrawals by protected characteristic and publish proposed actions to address any equality issues and champion their implementation	by end 2014	Academic Registrar and Director of Student Experience				Disability, Race, Gender, Age

	<p>e) Improve the equality of the student experience at our partner colleges by:</p> <ul style="list-style-type: none"> • Producing guidelines that outline our expectations of partner colleges regarding the equality of opportunity and outcome for our students • Requiring each partner college to identify a lead contact to discuss equality issues, share information and propose actions to address any issues identified 	by end 2012	Academic Registrar and Director of Student Experience / Director of Partnerships				All
9. Improve equality of student outcomes	<p>a) Analyse student attainment data for each Faculty by protected characteristic and publish proposed actions to address any equality issues</p> <p>b) Investigate the reasons for any disparity in the percentage of students unemployed 6 months after graduating – compared to HE sector averages (using the data obtained as part of the annual 'Destinations of Leavers of Higher Education' Survey) and publish proposed actions to address any equality issues and champion their implementation</p>	by end 2013	Deans	√	√		Race, Disability, Gender, Sexual Orientation, Religion/Belief
		by end 2013	Head of Careers Centre				Race, Disability, Gender

Equality Objective	Action	End date	Lead	Equality Duty Aim met through objective			Protected characteristic* covered by objective
				Eliminate discrimination, harassment, victimisation	Advance equality of opportunity	Foster good relations	
University							
10. In all our internal operations to seek to: <ul style="list-style-type: none"> eliminate discrimination, harassment and victimisation advance equality of opportunity foster good relations 	<p>a) Ensure that equality analysis is embedded within any business case or investment approval bid for any University decision/project</p> <p>b) Include equality objectives as part of Quarterly Business Reviews with each faculty/Service</p> <p>c) Review our appointment process to the Board of Governors in order to achieve a better balanced profile that more accurately reflects our staff and student profile. Increase the number of female Governors to 50% (currently 29%), those declaring a disability to 6% (currently 0%) and those from a BME background to 12% (currently 6%)</p> <p>d) Monitor equality trends and continue to achieve a balanced profile of our Honorary Graduates that reflects our staff and student profiles.</p>	<p>At every business case or investment approval panel meeting</p> <p>by end 2012</p> <p>by end 2015</p> <p>Annually</p>	<p>Executive / Deans & Directors</p> <p>Executive/ Deans & Directors</p> <p>Executive</p> <p>Executive</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>All</p> <p>All</p> <p>Gender, Disability All</p>

	e) Deliver an annual calendar of Equality and Diversity events to help in fostering good relations with a satisfaction rating of 75% of a sample of those who attended.	by end 2012	E&D Manager				All
	f) Review our approach to procurement to ensure that we meet the requirements of the Public Sector Equality Duty	By end 2012	Director of Finance and Infrastructure				All
	g) Embed the consideration of equality issues into all Estates projects through effective and regular engagement with the Disabled Student Engagement Group and the Disabled Staff Forum and by ensuring that wider equality issues are addressed as part of the planning process	By end 2012	Director of Estates				All
	h) Launch our new Equality Scheme to ensure that staff and students understand their responsibilities under the latest legislation	By end 2014	E&D Manager				All
	i) Seek information on how our working and studying environment affects equality issues through an equality experience audit	By end 2013	E&D Manager				All
	j) Develop guidance to support transgender staff and students	By end 2015	E&D Manager				Transgender
	k) Join the Stonewall Diversity Champions programme to adopt good practice on sexual orientation and be named in the Workplace Equality Index by 2015	By end 2014	Director of R				Sexual Orientation

	<p>I) Sign up to the Athena Swan charter to improve the representation of women in science, engineering and technology and achieve the Bronze award for the University</p> <p>At least 2 individual departments to achieve the Bronze Award.</p>	By end 2016	Executive Pro Vice Chancellor				Gender
--	--	-------------	-------------------------------	--	--	--	--------

*The new Public Sector Equality Duty covers eight protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

It also applies to marriage and civil partnership but only in terms of the need to eliminate discrimination in employment.