
Equality, Diversity and Inclusion Framework 2018-2023



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Contents

Accessible Formats

This document and supporting documents will be published on the University's website in Microsoft Word and PDF formats in Arial font size 12 as standard. Other accessible formats including large print, Braille, British Sign Language DVD, easy-read, audio and electronic formats, and other languages will be available upon request.

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Introduction

The University's mission and Strategic Equality Framework are strongly underpinned by our core values to always be:

- **ambitious and inspirational;**
- **brilliant and friendly;**
- **curious and daring; and**
- **proud to be Staffs.**

These core values also underpin and inform our Equality, Diversity and Inclusion Statement.

Equality, Diversity and Inclusion Statement

#Proud To Be Staffs

At Staffordshire University we are committed to promoting and enabling a positive culture where staff, students and visitors are confident to be their authentic selves. We focus on inclusion as a way to ensure equality of opportunity for all our people and to demonstrate our commitment to Equality, Diversity and Human Rights. This commitment is reflected in our Core Values:

Be ambitious and inspirational..... by recognising and valuing the contribution of all members of our diverse community. We will continue to build on the strengths that this diversity brings and support all staff and students to maximise their potential to succeed through:

- the attraction, offer-making, teaching and learning and assessment of students;
- the recruitment, selection, appraisal, development and career progression of staff; and
- the way in which we welcome and treat all visitors and external organisations with which we work.

Be brilliant and friendly..... by providing an environment where the rights and dignity of all are respected:

- people are treated with dignity and respect;
- inequalities are challenged, and we take robust steps to tackle discrimination including identity-based hate and harassment; and
- we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential.

Be curious and daring.....by continuing to seek out and challenge inequality:

- assessing and monitoring our policies, plans and procedures for equality impacts;
- assessing and monitoring our curriculum for equality impacts; and
- proactively identifying opportunities to promote and enable equality of outcome for all our people.

Be proud to be Staffs.....by acknowledging our collective responsibility to ensure our vision for inclusion:

- celebrating our diversity and the contributions of all our people;
- continuing to widen access to under-represented groups; and
- continuing to increase the diversity of our staff to better reflect our local community and wider society.

Equality Act (2010) and the public sector equality duty (PSED)

As part of the University's obligations under the Equality Act (2010) and the Public Sector Equality Duty (PSED), the University is required to demonstrate, in the exercise of its functions, due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other acts prohibited by the Equality Act (2010).
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.

Strategic Equality Objectives 2018-2023

To ensure a mainstream, sustainable approach to meeting our legal duties and ensuring we deliver on our commitment to equality, diversity and inclusion we have identified two key Equality Objectives and the strategic equality outcomes we will continue to promote:

Equality Objective 1:

To ensure a University environment which actively promotes social and educational inclusion and equality of opportunity for everyone who works, studies or visits here.

Strategic equality outcomes:

- 1.1** The student journey – there is an inclusive approach to the student experience that promotes diversity and enables all our students to flourish; leaving with the best possible outcomes and with the knowledge and skills to make choices about fulfilling careers.
- 1.2** The staff journey – there is an inclusive approach to recruitment and progression that promotes diversity across the University and enables all our staff to have opportunities to develop themselves and their careers.
- 1.3** The academic journey – there is an inclusive learning environment that draws on the knowledge, experience, international perspective and cultural capital of our diverse students and staff.

Equality Objective 2:

The needs, rights and contributions of people with protected characteristics are at the heart of the design and delivery of the University's Enabling and Resourcing Strategies and related operational plans.

Strategic equality outcome:

- 2.1 Compliance** – our policies, procedures and plans enable the University to demonstrate due regard for the requirements of the Equality Act 2010:
 - Governance arrangements;
 - Statutory and management reporting;
 - Equality Impact Assessments;
 - Quality Assurance;
 - Equality Monitoring;
 - Procurement;
 - Training and Awareness Raising; and
 - Staff PDRs.

Delivering our Equality Objectives

We will develop and implement an annual Equality, Diversity and Inclusion action plan that is linked to the University Strategic Plan and our strategic Key Performance Indicators. It will clarify how we will make Equality, Diversity and Inclusion evident in all our mainstream activities, policies, procedures and projects.

Our current Equality, Diversity and Inclusion action plan is available at: http://www.staffs.ac.uk/support_depts/equality/index.jsp

Leadership arrangements:

The Board of Governors supported by the Executive Team champion equality and diversity. They are in a unique position to question, challenge and create a culture of inclusion by:

- shaping our approach;
- ensuring accountability across the organisation and at all levels; and
- embedding equality into decision making.

However, it is the responsibility of all our staff and students to ensure that they contribute positively to an environment that encourages inclusion, promotes equality, tackles discrimination and promotes good community relations.

Embedding Inclusion:

There are a range of policies and strategic plans that describe how we will continue to make equality of opportunity a reality, including:

- Strategic Equality Action Plan
- Schools and Services Annual Business Plans – Inclusion Objectives
- Strategic Equality, Diversity and Inclusion Training Framework
- Equality Impact Assessment template and Guidance
- Strategic Gender Pay Gap Action Plan
- Inclusive Practice Toolkit
- HR Policies e.g. Anti-Bullying and Harassment Policy; Parental Leave Policy; Flexible Working Policy; Transgender Policy

These documents are available at: http://www.staffs.ac.uk/support_depts/equality/index.jsp

We will also be taking forward a number of external frameworks to further support the achievement of our Equality Objectives:

- Athena Swan
- Race Equality Charter
- Stonewall Workplace Index

Monitoring Progress:

The Senior Leadership Team receive:

- 6-monthly Strategic Equality and Diversity Action Plan progress reports; and
 - Approve all statutory reports.
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Statutory Reporting:

We publish Annual Equality, Diversity and Inclusion Reports that summarise progress against our University Equality Objectives and our equality key performance indicators. These documents are available at:

http://www.staffs.ac.uk/support_depts/equality/index.jsp

Further information

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