Equality, Diversity and Inclusion Action Plan 2018-19

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.

Please contact:
Head of Equality and Diversity
Telephone: 01785 353391
Email: gillian.grainger@staffs.ac.uk

Equality, Diversity and Inclusion action plan 2018-19

Compliance area	Actions		Impact
1. Eliminate discrimination, harassment and victimisation.	1.1	Develop and promote staff Anti-bullying E-learning module	• Inclusive culture and ethos embedded • Increased bullying /hate incident reporting • Staff and students more supported
	1.2	Review and update Anti-bullying policy to include all forms of identity-based hate and review, update and promote reporting path ways including updating the website	
	1.3	Review / establish links with other relevant policies e.g. FGM, Forced Marriage	
	1.4	Provide targeted anti-bullying awareness raising activities	
	1.5	Improve data collection and analysis with HR and Student and Academic Services	
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.	2.1	Embed Equality Impact Assessment in project development processes	• Equality data contributes to and informs activities to improve student recruitment, retention and attainment • Mainstream inclusion activities support the attainment of external accreditation e.g. Athena Swan • The inclusion agenda is visible to staff and students; staff and students feel more included
	2.2	Improve use of granular student equality data at School and Department level to fully explore retention issues across all groups	
	2.3	Provide best practice examples to inform recruitment, retention and attainment for BAME and other student groups	
	2.4	Review and amend Equality Diversity and Inclusion reporting requirements including in relation to Learning Support Agreements	
	2.5	Establish Athena Swan Group and Action Plan	
	2.6	Re-establish Race Equality Charter Group and Action Plan	
	2.7	Take forward Stonewall Workplace Equality Index benchmarking and action plan	
	2.8	Take forward the Aurora women-only leadership development programme	
	2.9	Review Leadership Programmes (Schools and Services) and Course Leaders Development programme in relation to Inclusion	
	2.10	Review Mental Health and Wellbeing strategy in relation to Inclusion	
	2.11	Adopt Transgender Policy and implement	

Compliance area	Actions		Impact
3. Foster good relations	3.1 3.2	Provide a calendar of events to reflect relevant corporate events and to promote greater awareness of Equality Diversity and Inclusion issues Use equality monitoring data to identify gaps in provision, share and celebrate Equality Diversity and Inclusion good practice	• There will be a more coordinated, visible and mainstream approach to Equality Diversity and Inclusion activities • Annual reporting on Equality Diversity and Inclusion will better reflect the wide range of activities across the University
4. Equality Impact Assessments [EIAs]	4.1 4.2	Develop and implement an EIA process including monitoring and quality assurance Develop and implement a standardised project management tool which incorporates EIAs (and other key risk areas)	• Equality issues will be consistently considered within decision making • The University can demonstrate compliance with the requirements of the Equality Act 2010
5. Quality Assurance	5.1	Develop and implement Quality Assurance metrics for our approach to the Equality Diversity and Inclusion agenda including in relation to EIAs.	• The University can demonstrate compliance with the requirements of the Equality Act 2010
6. Procurement and Contracting	6.1 6.2	Working with finance, review and update Procurement and Contracting templates Provide guidance document	• Equality issues will be consistently considered within procurement and contracting activities • The University can demonstrate compliance with the requirements of the Equality Act 2010
7. Training and Support	7.1 7.2	Agree Equality Diversity and Inclusion training programme, including: • Equality Diversity and Inclusion policy and procedure • Impact of anxiety • Mental health awareness – staff and students • Trans* awareness • Gender identity awareness • Unconscious bias Review and update website / IRIS information	• Staff have the knowledge and are more confident to address equality issues within mainstream activities • The University website reflects our focus on Inclusion • Students feel more included through their involvement in the design and deliver of inclusion activities

Compliance area	Actions	Impact
8. Stakeholder engagement	8.1 Maintain current student engagement arrangements 8.2 Ensure staff and students are engaged in and support delivery of the Equality Diversity and Inclusion Strategic Framework 8.3 Incorporate Caring and Socio-economic status into Equality Impact Assessment process	• Students feel more included through their involvement in the design and deliver of inclusion activities • The Inclusion agenda reflects the diverse needs and backgrounds of our staff and students
9. Governance [Governors and Senior Leadership Team]	9.1 Agree management and scrutiny framework as part of the overall Equality Diversity and Inclusion Strategic Framework, including: • Senior Leadership Team to receive six monthly highlight / progress reports and approve statutory reports • Audit and Risk Committee to inform and monitor compliance arrangements • Establish working groups as needed e.g. Athena Swan, Race Equality Charter • Head of Equality and Diversity to support all Senior Management Teams (Quarterly) • Identify EDI champion: ○ Schools – Associate Dean: students; ○ Services – nominated SMT member	• The University can demonstrate compliance with the requirements of the Equality Act 2010 • The Inclusion agenda is pro-actively managed and progress /impact is regularly monitored and reviewed • Inclusion is progressed within mainstream activities; and is visible in all areas of University business
10. Publish Equality Monitoring data	10.1 Develop a revised approach to the annual Strategic Equality and Diversity report: • Update in relation to the revised Equality Diversity and Inclusion Strategic Framework: • Include LGBT+ data; and • Incorporate activities and good practice from across the University.	• Inclusion is progressed within mainstream activities; and is visible in all areas of University business • Good practice informs improvements in Equality Diversity and Inclusion practice across the University
11. Publish Equality Objectives	11.1 Develop an Equality Diversity and Inclusion statement setting out the University's vision for Inclusion 11.2 Develop and agree Equality Objective and key strategic Equality Diversity and Inclusion outcomes aligned to the University Strategy and Key Performance Indicators 11.3 Develop a Strategic Framework for Equality Diversity and Inclusion: • Incorporating compliance issues; and • Establishing key internal partnerships and work streams 11.4 Publish equality objectives as part of a wider Strategic EDI Framework	• The values and ethos of the University in relation to Equality Diversity and Inclusion are clear and inform mainstream activities • Progress and impact in relation to Inclusion can be measured and monitored

Compliance area	Actions		Impact
12. Gender Pay Gap Reporting	12.1	Provide Senior Leadership report: • Agree publication; • Agree action plan; • Agree arrangements for future gender pay gap reporting	• Legal compliance • Visible progress is made in closing the gender pay gap • Staff feel more supported and included

Monitoring Progress:

The Senior Leadership Team receive:

• 6-monthly Strategic Equality and Diversity Action Plan progress reports; and

• Approve all statutory reports; these are published on our website at:

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

Staffordshire University
College Road
University Quarter
Stoke-on-Trent
ST4 2DE