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|  | **Objective / target** | **2018/2019 Activity** | **What will success look like**  | **Impact** |
|  **Compliance** | To comply with equality legislation/Public Sector Equality Duty (PSED)To ensure all policies are fully compliant with equality legislation | Prepare and publish Gender Pay Gap Report 2019Undertake a more comprehensive analysis of the pay gap data  | Report published by April 2019 with a positive narrative and clear objective for future workData report for internal use which goes beyond what is required for external publication | Ensures legal compliance Provision of solid data which will identify any areas of concern and will inform future plans of action |
| **Communication** | To promote clear and inclusive stakeholder messages at a strategic and operational level in regard to equality and diversityTo enhance individual and collective awareness regarding AUB’s commitment to equality and diversityTo empower all members of the AUB community to understand and challenge inappropriate behavioursEvery staff member and student to be confident that they know how to report activity which is contrary to the expectations of the University, and are confident that the University will deal with it | Develop the Roundtable Events programme for 2019 incorporating a broader range of delivery conceptsMaximise opportunities to work with the SU to engage the student body in equalities issues | A programme of events, aligned to AUBs strategy, which invites a broad audience to engage in equalities discussions and helps build quantative dataGreater collaborative working with student body ensuring where possible and appropriate equalities projects have considered student input | Raises profile and awareness of equalities issues across the staff base and supports individuals to be aware of their own responsibilities as well as AUB’s collective responsibilityGreater understanding of how to enhance the student experience for different protected characteristics ensuring an inclusive learning environment where everybody can achieve their potential |
| **Curriculum** | To deliver a curriculum with which all students can engage regardless of background / equality groupsTo ensure that graduates are prepared and confident to challenge the inequality of industry  | Facilitate a conversation within the academic community to understand how different courses interpret and implement an ‘inclusive curriculum’ | Evidence showing steps have been taken to deliver a curriculum which all student can engage with  | Enhanced retention, progression, achievement and satisfaction for minority groups  |
| **Campus** | To only work with approved contractors and other agencies that share our commitment to fairness and equalityThe development of learning, working and accommodation environments that are welcoming and inclusive for allTo have no formal complaints regarding access on campus | Work with the SU to build an understanding of what makes a ‘welcoming’ space. Consider whether this supports a student’s ‘sense of belonging’ | Report to Equalities Committee with the findings and recommendations | Advances our commitment to an inclusive and accessible campus and a student’s ‘sense of belonging’ which plays a significant role in students overall satisfaction and attainment  |
| **Continuous Professional Development** | To ensure, as a minimum, base level of equality knowledge at point of induction for staff and students, which is developed progressively over time | Explore opportunities to deliver Unconscious Bias Training Develop in conjunction with Advance HE a training event that will support academic staff to support the student body to address inequalitiesResearch and prepare for any training required in conjunction with REF 2021 | Identify potential recipients of Unconscious Bias training and develop a schedule proposalTraining event deliveredDevelopment of a REF specific training plan | Promoting greater awareness of equality issues will assist AUB in achieving its overarching objective to ‘Empower all members of the AUB community to advance equality and diversity’  |