

2020/2021 Actions

Theme	Intervention	Success Measure	Date	Owner
Belonging	<p>Consider how and where we might gather robust data on staff and students sense of belonging</p> <p>Consider how to measure this data to ensure that the actions arising from it serve to ensure inclusion and belonging</p>	<p>Baseline data sets identified and reports scheduled to go to Equalities Committee</p> <p>Clear measurable actions set</p>	Apr 2021	Equalities Committee/ Senior Officer (Equalities)
Equality to Equity	<p>Consider the implications of equalities 'champions' on more committees and working groups. How can we strengthen and promote the equalities agenda if there are not more opportunities for discussion</p> <p>Consider utilising experienced members of the Equalities Committee (or other suitable candidates) to act as observers on recruiting panels (spot checks) to monitor the success of Unconscious Bias training</p>	<p>Decision made on how to promote equalities</p> <p>Unconscious Bias 'audits' carried out</p>	Jul 2021	Equalities Committee/ Senior Officer (Equalities)
External Recognition	<p>Consider if a working group could be set up either as a precursor to completing Advance HE's REC or as a stand-alone entity designed to support the development of race equality</p>	<p>Identify actions which would be required prior to engaging in any external recognition process (ie where current arrangements fall short of expectations)</p> <p>Actions which are transferable to support other protected characteristics identified and implemented to ensure parity across disadvantaged groups</p>	Jul 2021	Equalities Committee/ Senior Officer (Equalities)
Community of Advocates	<p>Seek to understand the gaps in people's knowledge and confidence.</p> <p>Consider if it would be appropriate to measure an individual's contribution to equality and inclusion as part of the SPR process</p>	<p>Identify gaps and supportive training in development</p>	Jul 2021	Equalities Committee/ Senior Officer (Equalities)
Any Impact Welcomed	<p>Consider mechanisms to communicate the equalities agenda widely (Is it appropriate to capitalise on the success of 'Paul's Place'? Would a 'Town Hall' encourage engagement?)</p> <p>If sessions are run how can we ensure everyone leaves with an action (large or small) to participate in</p>	<p>Events with an equalities focused widely attended</p>	Jul 2021	VC Office/ Senior Officer (Equalities)