



EDI ACTION PLAN

University and Board level actions

1. We will repeat our public commitment and priority status to tackling racial harassment.
2. We will continue to engage directly with students and staff with lived experience of racial harassment.
3. We will actively review current policies and procedures and develop new institution-wide strategies for tackling racial harassment.
4. We will improve awareness and understanding of racism, racial harassment, white privilege and micro-aggressions among all staff and students, including through anti-racist training.
5. We will ensure that expected behaviours for online behaviour are clearly communicated to students and staff, as well as sanctions for breaches. To this end we will re-issue our guidance and expectations on 'netiquette'.
6. We will explore active means to develop and introduce reporting systems for incidents of racial harassment.
7. We will work across the university to collect data on reports of incidents and share regularly with senior staff and governing bodies.

TARGETS

Staff recruitment

Current national data: 18% of the population have a disclosed disability

13.8% of the population is BAME

	2019/20 actual (73 posts)	2021/22 target	2023/24	2025/26
% with disability disclosure (academic) <i>AUB overall: 7.1</i>	Applied: 8.97 Shortlisted: 5.17 Appointed: 0	10% application 8% shortlisted 5% appointed	14% application 12% shortlisted 10% appointed	18% for all results
% with disability disclosure (professional services)	Applied: 7.47 Shortlisted: 6.54 Appointed: 2.38	10% application 8% shortlisted 5% appointed	14% application 12% shortlisted 10% appointed	18% for all results

<i>AUB overall: 6.61</i>				
% from BAME groups (academic)	Applied: 14 Shortlisted:17 Appointed: 10.5	10% for all results	13% for all results	16% for all results
<i>AUB overall: 2</i>				
% from BAME groups (professional services)	Applied: 12 Shortlisted:9 Appointed: 5	10% for all results	13% for all results	16% for all results
<i>AUB overall: 4</i>				

Student access, success and progression (from the Access and Participation Plan)

Description	2019-20	Yearly milestones				
		2020-21	2021-22	2022-23	2023-24	2024-25
To reduce the gap between entrants from POLAR Quintiles 1 and 2 and the proportion from Quintile 5.	13%	9%	7%	5%	3%	0%
Increase proportion of entrants from POLAR Quintiles 1 and 2	25%	25%	27%	29%	31%	33%
Percentage difference in degree attainment (1st and 2:1) between white and BAME students.	22%	14%	12%	10%	8%	5%
Increase percentage in progression to highly skilled employment or higher level study from POLAR Quintiles 1 and 2	68%	68%	68%	75%	75%	75%

In addition, the University will conduct internal monitoring of the degree attainment of the different ethnic groups (Asian, Black and Mixed).

Actions

ACTION	PROGRESS
Staff recruitment: confirm baseline; agree targets; agree whether other groups should be included (VCE, KS)	
Ensure that all recruitment places due emphasis on diversity (HHR)	Head of HR implementing in consultation with recruitment agency
Review recruitment process and implement changes, seeking policy approval where required (HHR)	New appointment (EDI specialist) to review all HR policies and practices
Draft JD (DVC, US) and early recruitment (DVC, HR) for Early recruitment to EDI Curriculum Adviser (either academic or member of learning development community)	JD now prepared
Early recruitment to Snr Officer EDI (US, HR)	All documentation prepared
Creation of new EDI team (US)	Pending appointment of relevant staff
Report on Open Forum and determine future approaches (US)	First open forum held in May 2021; currently discussing possible second forum with AUBSU
Ensure EDI content and outcomes are embedded throughout the curriculum, to be confirmed through the approval process (DVC, JR)	Part of approval process for C21; US to consider changes to periodic review process during 2021/22 for future implementation
Report on impact of inter-sectionalises of disadvantage in relation to access, success and progression, and determine any actions arising from this (APM)	Deadline for this work given as summer 2023
Identify an academic leader to work alongside VM on the Gallery project (DVC)	To be progressed not before 2022
Develop targets / KPIs for the diversification work led by the Library and TheGallery, museums and archives	To be developed in consultation with EQ team following appointment of academic leader

Identify staff and students training approaches which have proved successful (HHR, US)	Head of HR and University Secretary currently in discussion with sector colleagues to learn of successful approaches
Establish and implement staff and student training schedule for AUB, with targets / KPIs	To be determined in light of previous action
Report on accreditation opportunities as part of the Annual EDI Report	Has been included within 2021 report, and will be for future years
Identify relevant funding opportunities	Senior Officer will be responsible for this
Report on any EDI funding allocations	Will be reported in annual EDI report
Include EDI Action Plan, progress report, targets etc on Board agendas	Will be included on a regular basis (twice-yearly)