

	Objective / target	2017/2018 Activity	What will success look like	Impact
Compliance	<p>To comply with equality legislation/Public Sector Equality Duty (PSED)</p> <p>To ensure all policies are fully compliant with equality legislation</p>	Prepare and publish Gender Pay Gap Report	Report published by April 2018 with a positive narrative and clear objective for future work	Ensures legal compliance and will identify any areas of concern
Communication	<p>To promote clear and inclusive stakeholder messages at a strategic and operational level in regard to equality and diversity</p> <p>To enhance individual and collective awareness regarding AUBs commitment to equality and diversity</p> <p>To empower all members of the AUB community to understand and challenge inappropriate behaviours</p> <p>Every 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</p>	<p>Develop the Roundtable Events programme for 2018</p> <p>Identify opportunities to share equality updates with other committees in an efficient and effective way</p> <p>Work collaboratively with faculties to explore and maximise opportunities for engaging students with equalities issues</p>	<p>Comprehensive and successful programme of events delivered</p> <p>Clear mechanisms are identified to ensure that equality updates are shared across AUB</p>	<p>Raises profile and awareness of equalities issues across the staff base</p> <p>Effective sharing of information ensuring accessibility to a wide audience</p>

Curriculum	<p>To deliver a curriculum with which all students can engage regardless of background / equality groups</p> <p>To ensure that graduates are prepared and confident to challenge the inequality of industry</p>	<p>Utilise existing data, and associated processes, to ensure that disparity of retention, achievement or satisfaction is identified and can be addressed</p> <p>Collect and analyse data relating to LGBT students</p>	<p>Staff at all levels are clear about the potential curriculum barriers for minority groups, leading to changes to delivery models</p> <p>Greater understanding of the LGBT student experience, and any specific challenges</p>	<p>Enhanced retention, achievement and satisfaction from minority groups</p> <p>Identify opportunities to support the LGBT community, with the expectation of improved satisfaction and achievement</p>
Campus	<p>To only work with approved contractors and other agencies that share our commitment to fairness and equality</p> <p>The development of learning, working and accommodation environments that are welcoming and inclusive for all</p> <p>To have no formal complaints regarding access on campus</p>	<p>Implement review of campus wayfinding, and associated signage</p>	<p>Signage implemented before 2018/19</p>	<p>Advances our commitment to an inclusive and accessible campus</p>
Continuous Professional Development	<p>To ensure, as a minimum, base level of equality knowledge at point of induction for staff and students, which is developed progressively over time</p>	<p>Devise a roll out schedule for the on line Equalities packages</p> <p>Identify staff who should undertake the Unconscious</p>	<p>Schedule implemented successfully, such that all staff have regular equalities training / refreshers</p>	<p>Promoting greater awareness will assist AUB in ensuring that its overarching objective to 'Empower all members of the AUB community to advance equality and diversity' is achieved</p>

		Bias Training and develop a roll out schedule		
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