

## **Equality and Diversity Plan 2015 – 2020**

As part of its commitment to equality and diversity, and in support of the AUB Strategic Plan 2014 - 2019, the University has developed a new Equality and Diversity Plan for 2015 - 2020 which sets out its priorities and targets.

### ***AUB's Equality Commitment***

*All members of the University's community including staff, students, visitors and contractors have a responsibility to treat others fairly and respectfully regardless of the characteristics which may define their identity. These include the legally protected characteristics which are: Age, Disability, Gender reassignment, Marriage and Civil partnership, Pregnancy and maternity, Race, Religion or belief (including lack of belief), Sex and Sexual orientation.*

*The University has committed to provide a working and learning environment founded on dignity, respect and equity where discrimination of any kind is treated with the utmost seriousness.*

While equality is the responsibility of the whole AUB community, this plan is owned and monitored by the Equalities Committee. Progress is reported regularly to the HR and Remuneration Committee of the Governing Body and ultimately to the Board, which has overall responsibility for setting and monitoring the strategic direction of AUB and the ethos of the institution.

This document sets out the Equality and Diversity Plan for 2015 – 2020. It is supported by a background document, which sets out the context to equality and diversity at AUB.

The Equality Objective for AUB is:

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| <b>Empowering all members of the AUB community to advance equality and diversity</b> |
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There are five immediate areas of importance that have been identified for the continuation and furtherance of this objective in the 2015 – 2020 period:

- **Compliance**
- **Communication**
- **Curriculum**
- **Campus**
- **Continuous Professional Development**

|                      | <b>Objective / target</b>   | <b>2019/2020 Activity</b>   | <b>What will success look like</b>  | <b>Impact</b>  |
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| <b>Compliance</b>    | <p>To comply with equality legislation/Public Sector Equality Duty (PSED)</p> <p>To ensure all policies are fully compliant with equality legislation</p>   | <p>Complete annual schedule of work which ensures compliance with external legislation (Publishing of equalities data, Development and publication of Gender Pay Gap Report)</p> <p>Consider a process to examine how individual neutral policies interact and whether collectively they create an environment which may have a negative impact on one or more protected characteristic which may not be picked up via the Equality Analysis process.</p> | <p>Reports published on time</p> <p>A report on viability and potential options</p> | <p>Ensures legal compliance</p> <p>Ensures compliance with the PSED is robust and meaningful</p>                   |
| <b>Communication</b> | <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>Develop a new Equalities Plan that will support the Strategic Framework, external legislation</p>  | <p>Publication of agreed plan</p>   | <p>Sets out AUB's strategic intent in relation to equalities and diversity issues and clarifies accountability</p> |

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|                   | <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> |  |   |  |
| <b>Curriculum</b> | <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>Hold a teaching and learning conference on inclusive assessment and feedback for a diverse student body</p> | <p>Evidence that the conference resources (specifically the questionnaire designed to get course teams to reflect on assumptions which informed course development, assessment and outcomes to date) has resulted in changes to courses which reflect AUB's commitment to equality, diversity and inclusion</p> | <p>Raises awareness of the issues and allow individuals to explore assumptions in their own practice and teaching which could be a barrier to some minority groups</p> |
| <b>Campus</b>     | <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</p>  | <p>As part of the development of the Digital Learning Environment accessibility issues will be considered</p>  | <p>Progression of DLE development unhindered by delays related to accessibility issues</p>  | <p>Advances our commitment to an inclusive and accessible campus</p>   |

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|  | welcoming and inclusive for all<br><br>To have no formal complaints regarding access on campus |  |  |  |
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| <b>Continuous Professional Development</b> | To ensure, as a minimum, base level of equality knowledge at point of induction for staff and students, which is developed progressively over time | Implement Unconscious Bias training for those involved in Staff Recruitment<br><br>Prepare and deliver the training required in conjunction with REF 2021 (outlined in the REF CoP) | Training delivered<br><br>Training delivered to members of the REF Steering Group and Appeals Panel | Supports AUB's commitment to reducing the Gender Pay Gap and improving diversity<br><br>Ensures AUB meets its equality commitment as laid out in the REF CoP |
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