

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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| Empowering all members of the AUB community to advance equality and diversity |
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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**

| | Objective / target | Areas of Focus | 2015/16 Activity | Future Activity |
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| Compliance | <p>To comply with equality legislation/Public Sector Equality Duty (PSED)</p> <ul style="list-style-type: none"> - eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; 2010 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; - foster good relations between persons who share a relevant protected characteristic and persons who do not share it. <p>To ensure all policies are fully compliant with equality legislation</p> | <p>To improve data collection and data management to ensure a robust evidence base for equality and diversity</p> <p>To maintain and operate an Equality Analysis process which is fit for purpose</p> <p>To be “chartermark aware” to enhance cultural and systematic change ensuring AUB remains competitive and attractive to talented staff and potential students in a global market</p> <p>Use policy and procedure to advance equality of opportunity and parity of outcome</p> | <p>To complete Equality Analysis on all Plans deriving from the Strategy Map</p> <p>Agree a future strategy for data collection and reporting</p> <p>Develop template for annual equality monitoring report for Board/UMT assurance detailing equality and diversity work summarising data required together with achievement of agreed objectives</p> <p>To give attention to matters arising from data collection and form actions where appropriate</p> | <p>Implement the new data collection and reporting model</p> <p>PSED due for review 2016</p> <p>Increase disclosure; update equality pages to show where data goes</p> <p>Monitor developments in legislation and best practice, through ECU and HE networks, and respond accordingly</p> |
| 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>Engage with stakeholders through the develop the equality web pages, promoting a clear message regarding individual and collective responsibilities</p> <p>Promote and enhance the good practice of equality and diversity in the AUB community (faculties / directorates)</p> <p>Harness technology (web/intranet/links) in order to</p> | <p>Publication, launch and dissemination of Equality and Diversity Plan with VC and University Management endorsement</p> <p>Delivering and promoting visible and accessible equality pages with relevant and timely updated information</p> <p>Identifying an effective process to build a database</p> | <p>Consider the most effective way to disseminate learning from equality activity and to promote best practice</p> <p>Learn from feedback from staff or students and identify where communication falls short of requirements</p> |

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| | <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>publicise and disseminate equality and diversity practice and success</p> <p>To take prompt and effective action if any member of our community faces harassment or discrimination. Build confidence in AUBs commitment to a zero tolerance approach to bullying</p> <p>Ensure all staff have the tools to effectively take action, both informally and formally, in regard to bullying and harassment</p> | <p>of equality activity</p> <p>Consider how best to ensure that equalities concerns are represented on working groups / project groups, and that there is sufficient profile given to equalities objectives</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>Identifying and mitigating barriers to engagement</p> <p>Enrich course content though explicit consideration of diversity and innovative ways of sharing best practice</p> <p>Promote and enhance the good practice of equality and diversity in the AUB community (faculties / directorates).</p> | <p>Mapping activity and gathering evidence of equality and diversity and engagement</p> <p>Consider how to effectively disseminate learning from the BME project</p> | <p>Annual equality audit</p> <p>NSS rankings reviewed</p> <p>To build resources that support an inclusive curriculum as a way of share good practices (pedagogic issues, promotion of academic ownership, projects supporting equality issues)</p> <p>To build on best practice from REF 2014</p> <p>Build on existing resources available to post grad taught/research students to enable further career progression</p> <p>Consider how to effectively disseminate evidence from mapping activity and to strengthen student engagement with the curriculum</p> |
| Campus | <p>To only work with approved contractors and other agencies that share our commitment to</p> | <p>Regular access reports to the Equality Committee</p> | <p>Improve website, intranet and DLE accessibility</p> | <p>Full review of signage to take place ensuring that the full accessibility is considered</p> |

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| | <p>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>Improved cross referencing with other AUB plans</p> <p>Give staff and managers the tools to address equalities related issues informally and with confidence</p> | <p>On site repairs swiftly alerted and attended to</p> | <p>Year on year to make improvements to accessibility seeking to promote the widest possible inclusion for all users (includes facilities and resources)</p> <p>Review of Top Desk to improve communication with Facilities Team</p> <p>Ensure the developments to the VLE exploit accessibility best practice</p> |
| <p>Continuous Professional Development</p> | <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>Rolling review of equality training</p> <p>Seek opportunities to deliver equality training that is relevant and meaningful including ongoing training to support Equality Analysis and matters of compliance</p> | <p>Collaborate with HR to review equality as part of the staff induction process</p> <p>Improve intranet resources for BME staff development (WP BME project)</p> <p>Deliver a short training session on EA for all policy/plan holders</p> | <p>Review the effectiveness of the equality training modules</p> <p>All existing staff to have refresher training on equality on three-yearly basis</p> <p>Unconscious bias training built into leadership training / recruitment training</p> <p>Unconscious bias training to support the inclusive curriculum</p> <p>Continue to develop an inclusive culture through effective CPD</p> |