

**EDC12D008**

**Title:** Strategy and Equality Objectives  
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Following the Equality and Diversity Committee meeting in November 2012 and subsequent discussions with the Chair, a series of objectives to the end of calendar year 2013 has been identified, shown at Appendix 1.

It is proposed, due to the intensity of activity for Athena Swan, to present an update on progress against these objectives as well as initial thinking for future strategy and goals at the next Committee meeting in May 2013. A meeting with the incoming Chair of the Committee is planned for April 2013 to begin discussions and a draft paper will be circulated for comment in the early summer to Committee members.

A full paper will be presented to the Committee in the first meeting of the 2013/14 Academic year.

***Helen Murdoch***  
***Head of Equality and Diversity***  
***February 2013***

**EQUALITY AND DIVERSITY - CENTRAL PRIORITIES AND OBJECTIVES  
CALENDAR YEAR 2013**

1. Gain Athena Swan awards at Bronze level from November 2012 and April 2013 submissions and submit Silver level submissions in November 2013 and April 2014.

Measure of success: submissions and receipt of Awards by Schools involved.

2. To work with Estates, Safety Services, Planning, Human Resources and Dean of Students Offices to ensure effective review of Fire Safety processes and policies for disabled students, staff and visitors.

Measure of success: Seamless and compliant processes fully in place.

Timescale for agreed steps\*: 30 June 2013

\*It is recognised that some actions may involve capital expenditure that needs planning over a longer time period.

3. Working with HRD (including CSED) and Dean of Students:
  - a) undertake a review and gap analysis of current equality training with the aim of agreeing what, if any, changes are needed;
  - b) support campus wide roll out of on-line e-learning training module for staff.
  - c) To work with ISD and others providing other on-line modules to see if some synergy/added value can be gained from 'packaging' such initiatives for staff.

Measures of success:

- a) Production of report and explanation of any action identified with timescales for Equality and Diversity Committee
- b) take up of training to be monitored as part of initiative and achievement of desired completion levels (to be agreed with partners as part of project);
- c) package produced if agreement reached – explanation of findings of this project to be presented to Equality and Diversity Committee.

Timescale: by 31 December 2013

4. Production of reports at end of January 2013 to satisfy legal requirements. Streamline production of reports and incorporate guidance from Equality and Human Rights Commission. Disseminate information to Faculty and Heads of School.

Measures of Success: Reports are on line and compliant. Information is shared with Faculties and Schools. Production of reports is developed in line with guidance and production streamlined.

Timescale: measures taken to be reported to Equality and Diversity Committee by 31 December 2013.

5. To complete and submit the Stonewall Workplace Equalities Index in Autumn 2013.

Measure of success: Index is completed and submitted to time.

6. To source appropriate training on equality and diversity for UEA's Senior Managers by external supplier.

Measure of success: Such training takes place.

Timescale: during first six months of 2013.