

## **EDC14D010**

**Title:** Equality and Diversity Office – Interim Priorities and Objectives 2015  
**Author:** Helen Murdoch  
**Date:** 23 February 2015  
**Circulation:** Equality and Diversity Committee – 3 March 2015  
**Agenda:** EDC14A002  
**Version:** Final  
**Status:** Open

---

### **Issue**

To present the Committee with a progress report against the objectives in place since 2013 and to propose a range of new priorities and objectives to move the agenda forward for staff, students and visitors who are part of groups falling within a range of protected characteristics.

### **Recommendation**

The Committee is asked to note content for information and discuss any amendments required.

### **Resource Implications**

None beyond those already established by this work.

### **Risk Implications**

A new range of objectives will ensure the University continues to meet and improve its work on equality.

### **Equality and Diversity**

The objectives are self explanatory and directly relate to this field.

### **Timing of decisions**

n/a

### **Further Information**

n/a

### **Background**

A set of objectives were established in 2013 and this paper provides a progress report against these. The new objectives in the paper are revised and developed from those previously agreed. These are proposed as interim objectives until the new Corporate Plan has been finalised and agreed at which point a new range of objectives will be put in place.

## CENTRAL PRIORITIES AND OBJECTIVES 2015

### A. Review of progress

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

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

- **Achieved.**
- **Five Bronze awards attained (BIO, MED, PHA, NSC, RSC),**
- **Three Silver applications submitted in November 2014 (BIO, MED, PHA) and two additional Bronze (CHE, PSY). Results expected in April 2015.**
- **Work begun in preparation for GEM**

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.

- **Part which is within E&D Office remit is completed.**
- **Some work still in hand in other departments.**
- **Information being gathered to write a follow up report on progress made since the original paper to EDC.**

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;

- **Initial review undertaken in summer 2014. New courses have been introduced: Understanding Unconscious Bias, Disability Awareness – positive feedback on both.**
- **CSED currently involved in full Training Needs Analysis across the University and further review will take place based on results.**
- **Equality training delivered to students in PHA, ODP and SWK (to meet requirements of professional bodies)**

b) support campus wide roll out of on-line e-learning training module for staff.

- **Achieved: 87% of staff have completed. If Sportspark and Sainsbury Centre are excluded result would be 90%.**

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.

- **Looking at costs for Student module similar to staff module (meeting with supplier led by CSED on 5 March 2015 to determine best prices)**

Timescale: by 31 December 2014.

4. Production of reports providing the equality profile of staff and students and the work carried out at UEA to progress equality for our populations at end of January 2013 and annually thereafter.

Streamline production of reports and incorporate guidance from Equality and Human Rights Commission.

- **Achieved and on-going. Letter of commendation received from EHRC.**

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.

- **Part achieved.**
- **Staff and Student profiles provided at UEA and Faculty level.**
- **STEMM Schools all receive detailed gender equality data.**
  
- **Support from Business Intelligence Unit has helped standardise the student data since Discoverer was discontinued.**
- **Reports have been shared via Equality and Diversity Committee, Athena SWAN Steering and Self Assessment Groups and UEA Equality Web Pages.**
- **Also used on an ongoing basis where queries relating to profile have been received, for example in Freedom of Information requests.**

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

5. To complete and submit the Stonewall Workplace Equalities Index in Autumn 2014.

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

- **UEA hosted Stonewall Regional Meeting on 24 February 2015 for detailed review of what is needed in each section of the Workplace Equality Index.**
- **Five members of UEA staff attended and will meet in March/April to map requirements in more detail.**
- **Paper will be presented to Equality Committee to agree next steps/resource at meeting in May.**

6. To source appropriate training on equality and diversity for UEA's Senior Managers by external supplier during 2013.

- **Understanding Unconscious Bias training delivered to ET on 12 January 2015.**

7. To evaluate the Race Equality Charter mark currently under development by the Equality Challenge Unit to determine what data range we need to participate in this when launched. By 31 December 2014.

- **RECM was piloted by ECU during 2013/14 but has not been launched more widely since then. Awaiting guidance following amendments based on feedback from the trial participants.**

## **B. CENTRAL PRIORITIES AND OBJECTIVES 2015 - INTERIM**

### **1. Athena SWAN/Gender Equality Mark**

- a) Submit a further award at University level (either Bronze renewal or Silver application).
  - b) Ensure movement forward on Bronze Action plans
  - c) Support Schools with existing awards to move forward to the next level
  - d) Ensure smooth transition from Athena SWAN award submissions to the Gender Equality Charter Mark.
- Timescale: on-going throughout 2015

### **2. Training:**

- a) Roll out Unconscious Bias training as required across Schools and specific groups identified in Bronze Action Plan.
- Timescale: on-going throughout 2015.
- b) Cost Student online Equality and Diversity training module for use within Schools and put case for funding.
- Timescale: by 30 June 2015.

### **3. Transguidance:**

- produce guidance as an on line resource, in conjunction with DoS/SU and HR, to signpost sources of support to those transitioning, those supporting transition and those working or studying alongside those transitioning.
- Timescale: by 30 September 2015.

### **4. Stonewall/Staff Pride**

- To assess feasibility and timescale for completing the Stonewall Workplace Equality Index, facilitate consultation with staff and students where needed and co-ordinate submission of UEAs first application.
- Timescale: by 1 September 2015.

### **5. Disability**

- To support and facilitate wider consultation on accessibility issues.  
To support and facilitate on aspects of Time to Change Pledge.
- Timescale: on-going throughout 2015.

### **6. Race**

- a) To monitor development of the Race Equality Charter Mark.
- On-going throughout 2015.
- b) To produce career pipeline information at UEA level.
- By 31 December 2015.