

Institutional Equality Objectives 2012-16

As required by the Public Sector Equality Duty, the University has published a set of Equality Objectives on its website. These objectives, milestone and success measures and latest progress towards achieving these objectives are set out in the table below.

Objective	By	Milestone measures	Success Measure(s)	Progress
To embed consideration of equality objectives within Faculty and Department operational planning	2013-14	Consideration and proportional action with regards to equality to feature in Annual and Operational Planning	All Faculty and Departmental plans feature equality actions.	Achieved. The Director for Planning and Performance has confirmed that all faculty and departmental plans feature equality actions with measurable targets.
To prepare a submission to the Stonewall Workplace Equality Index	2013-14	Staff monitoring in place for sexual orientation	Improved rating on the WEI by 2015-2016	Partially achieved. HR has introduced capacity for staff to update their HR record to declare their sexual orientation and/or religion or belief. Submission to WEI to be prepared during 2014-15
To embed the Dignity At Work Programme into the organisational culture for University staff	2013-14	Year on year improvement in the outcomes of incidents where staff are satisfied with the outcome Dignity at Work to be incorporated into the Staff Development Programme	Year on year improvement in the outcomes of incidents where staff are satisfied with the outcome Increased use of the Service	Ongoing. There is a network of 20 Dignity at Work Advisors across the University that supports staff who have concerns about harassment and bullying. Out of the 37 occasions that the service has been used since its introduction in 2011, only one user has gone on to request that their circumstances are addressed formally using the University's Grievance and Disciplinary procedures. All other cases have

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				been dealt with informally. Feedback on the service has continues to be positive.
To extend the equality monitoring of staff to cover all the protected characteristics by 2013/14 in line with HESA reporting requirements	2014-15	<p>2012-13: Sexual orientation,</p> <p>2013-14: Religion or belief, Parental leave</p> <p>2014-15: Gender reassignment (identity)</p>	Monitoring of staff by all protected characteristics in place as per HESA reporting requirements	Achieved. The University's equal opportunities monitoring was extended to include the protected characteristics of religion and belief (12.9% of the workforce responded), sexual orientation (12.3% responded), gender reassignment (13.3% responded), marriage and civil partnership (42.4% responded).
To achieve 'Athena Swan' ¹ Bronze status.	2014-15	<p>To resource the project with senior staff leading, HR input and administrative support.</p> <p>To identify the areas of concern and inequality on the opportunities, progression, pay and conditions of women in the STEM areas, and across the University.</p> <p>To liaise and consult with other HEIs who have Athena Swan status so as to share</p>	To devise a robust action plan and implement it, monitoring progress against the agreed targets.	New institutional objective introduced for 2014-15. Progress will be reported in E&D Annual Report 2015.

¹ An Equality Challenge Unit initiative to advance the representation of women in science, technology, engineering, medicine and mathematics (STEMM).

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		good practice.		
To use the intelligence gained from our in-depth analysis of student performance to provide an inclusive and transformational learning experience for all students	2015-16	2013-14: The PDAS (Programme Design and Approval System) checks, removes or minimises any potential disadvantage for students across all applicable protected characteristics	Higher levels of overall student satisfaction reported – a key indicator of the University's Strategic Plan 2020.	On going.

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