

**STAFF EQUALITY, DIVERSITY & INCLUSION
STRATEGY 2016 -2020**



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Summary: This document outlines a number of specific targets the University has set itself to achieve over the lifespan of the Strategy. It also details our ongoing general commitment to all areas of equality improvements in line with the Equality Act 2010.	

Staff Equality, Diversity & Inclusion Strategy

Our University

The University of Winchester, as a values-led institution, believes that “Diversity enriches our community, learning experience and global outlook.” Diversity is one of our six values and is therefore central to our mission. Our University Strategic Plan for 2015-2020, commits us to “Celebrate and increase the diversity of our staff and students. We will monitor, support and encourage underrepresented groups to ensure that opportunities are inclusive of sexual orientation, race, disability, religious affiliation and other characteristics.” This Equality, Diversity & Inclusion Strategy lays out our Roadmap for creating greater diversity and inclusivity in the University; highlights our specific equality objectives and details ways we will meet these.

Our Roadmap for change

We will establish a baseline picture of diversity and inclusivity in our University, map progress against this and against sector benchmark figures.

We will build organisational and individual awareness of the benefits of diversity and inclusivity.

We will regularly monitor the progress of our journey and create actions to ensure progress.

Our commitment is to all issues of equality, where they touch on race, religion and belief, sex, sexual orientation, gender identity, disability, marriage or civil ceremony and parental status and beyond. We will continually strive to further our diversity, equality and inclusiveness in all of these areas throughout the strategy period; we outline below an additional number of particular focus areas where we set ourselves some specific equality objectives for 2016 - 2020.

Specific Equality Objectives (SEO)

1. We will monitor to ensure that all employment opportunities (including staff development opportunities and promotions) are open to our staff and applicants equally, regardless of sex, gender identity, sexual orientation, age, race, disability, religion and belief, parental, civil ceremony and marriage status.
2. We aim to be exemplary and supportive employers of transgender and non-binary staff.
3. We aim to retain our Athena Swan institutional bronze award in 2017.
4. We aim to become a top 100 employer in the Stonewall Equality Index by 2019.

5. We aim to increase the percentage of staff from BME backgrounds to 6% (currently at 4.2%) by 2020.
6. We will aim to become a disability two ticks employer by 2020.

How we will do this.

SEO 1.

The University will ensure transparent, fair and justifiable criteria for career progression and staff development.

The Human Resources department will gather data on the protected characteristics at recruitment stage and seek a yearly update of this data from staff (recognising that this level of data is not available from all staff as yet and also that some of it is subject to change).

Human Resources and Staff Development will combine to produce and publish yearly data against each of the protected characteristics in order to ensure that we are offering equal opportunities at recruitment, promotion, and staff development stages.

Where data discloses an issue - we will produce an action plan for that issue and report this as an action point to the Equality and Diversity Committee together with a named person with responsibility and a report date.

SEO 2.

The Director of Equality and Staff Development will create and continually update our transgender and gender identity policies and guidance and align them with best practice in consultation with our student and staff network groups and in line with guidance from the Equality Challenge Unit and Stonewall.

The University will create a visible culture of acceptance in the University with processes, training and events available staff, students, procurement partners and the wider community to increase inclusivity and acceptance.

Human Resources will ensure data confidentiality through robust processes.

SEO 3.

The University is signed up to the Athena Swan Charter and has an established self-assessment group who will undertake the submission for the 2017 bronze award.

The University aim to increase the percentage of females in senior academic and in managerial positions by 2020 and will develop an action plan to aim to achieve this.

- Currently 23.3% (7 out of 33) of our professors and 33.3% (7 out of 21) of our Readers and Senior Fellows are female – we aim to increase this to 30% and 45% respectively.

Human Resources will publish our gender pay statistics yearly, subject to confidentiality requirements, and aim to narrow any gender pay gap year on year.

- Baseline year statistics to be published August 2016

The University will work to ensure equal gender representation on committees and in all areas of recruitment, promotion and staff development by 2020.

The Equality and Staff Development department will provide Unconscious Bias training to all recruiters and all managers by 2018.

SEO 4.

The University aims to place in the Top 100 of the Stonewall Workplace Equality Index by 2019. Human Resources will encourage recording and self- reporting of Sexual Orientation characteristics in our personal data records through yearly calls for updates via line managers, yearly release of the business case for monitoring and open and transparent annual monitoring and reporting practices.

The Director of Finance will ensure our procurement policies and procedures are inclusive of all diversity training requirements including sexual orientation training by 2018.

The Director of Equality and Staff Development will ensure a completion rate of above 95% unconscious bias and diversity training for all managers by 2018.

The University will have engaged in a reverse mentoring* programme to include all senior managers, deans and directors to promote understanding of sexual orientation issues by 2020.

Oversight of each of these objectives is the responsibility of the Director of Equality and Staff Development reporting progress on a yearly basis to the Equality and Diversity Committee.

SEO 5.

Human Resources aim to increase the proportion of BAME staff in the University, currently at 4.2%, to 6% by 2020.

Currently 12.8% of applicants who apply are BAME (where declared) and of those 4.1% received offers.

We have identified that we do not receive sufficient applications that result in interviews from BAME individuals. This is a priority focus for this SEO therefore and so Human Resources aim to target our advertising at BAME publications, headhunt applicants where appropriate and train for unconscious bias in all recruiters.

SEO 6.

The University will interview all applicants who disclose a disability and who meet the essential criteria for a job vacancy and will consider them on their abilities.

Wellbeing will discuss with disabled employees, at any time but at least once a year, what we can both do to make sure they can develop and use their abilities.

Human Resources will make every effort when employees become disabled to make sure they stay in employment, by liaising with them to establish their reasonable adjustment needs and ensuring these are met wherever possible.

The Equality and Staff Development Department will provide training to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.

The University will review these commitments every year via the Equality and Diversity Committee and assess what has been achieved, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

Underpinnings

This Equality, Diversity & Inclusion Strategy is underpinned by the University's: Equality and Diversity; Gender Identity & Reassignment; Maternity, Parental and Carers; Data Protection; Dignity at Work and Grievance & Disciplinary Policies.

- Reverse mentoring is a process where more senior members of staff, shadow or are mentored, by a more junior member of staff with a (in this case) protected characteristic.