**EDI OBJECTIVES AND ACTION PLAN 2015 – 2018**

***Putting policy into practice***

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|  | Objective | Proposed action | Timescale | Responsibility | Outcomes |
| 1 | **Work towards a more diverse workforce and ensure opportunities for learning, personal development and employment promote EDI** | | | | |
|  | Gender equality | Renew University Athena SWAN award – consider Silver Award | Spring 2016 | EDIAG | Enhanced commitment to women’s career development in STEMMsubjects at Brookes |
| Implement Action Plans under TDE/HLS Athena SWAN awards | From May 2015 | TDE/HLS | Applications submitted Nov 2014 –outcomes known May 2015 |
| Consider applying for ECU Gender Charter Mark | From April 2016 | EDI Advisory group | Set up a schedule for applications from the non-STEMM areas |
| Implement HR Excellence in Research Action Plan | Ongoing | RBDO | Enhance proportion of women who are REF returnable |
| Promote new Shared Parental Leave Policy  and monitor take-up | From April 2015 | HR | Greater awareness of new provision  and evaluation of impact |
| Review flexible working policy and promote a more diverse range of case studies | By July 2015 | HR/CDPRP | Help managers and staff approach flexible working in a creative and mutually beneficial way |
| Review impact of Aurora, Springboard, Navigator and Freshsteps development programmes | By July 2015 | OCSLD | Ensure that development programmes are meeting their aims |
| Undertake Equal Pay Review – include Race and Disability | By Jan 2016 | HR | Ensure equal pay for work of equal value – pay gap to be less than 5% for each group  Review impact of new Associated Lecturer policy |
|  | Race equality | Submit application for Race Equality Charter Mark Bronze award and implement Action Plan | April 2015 | RECM Steering Group | Successful award of charter mark, improved attraction of and better experience for BME staff and students |
| Target 2016 Intern Scheme and Apprenticeship Scheme at BME and Disabled applicants | Autumn 2015 | HR | Increase proportion of successful applicants from each group |
| Set up BME staff network group | May 2015 | RECM Steering Group | Greater engagement of BME staff in university affairs and gain feedback on policies and practices – meet at least once per semester |
| LGBT equality | Promote membership of Stonewall | From April 2015 | HR/LGBT Network | Demonstrate commitment to LGBT equality |
| Support LGBT staff network group & set up “critical friend” function | From April 2015 | HR/LGBT Network | Greater engagement of LGBT staff in university affairs and gain feedback on policies and practices – meet at least once per semester |
| Disability equality | Maintain Two Ticks accreditation | July 2015 | HR | Ensure disabled applicants are given due consideration in recruitment process and encouraged to apply for OBU jobs |
| Increase accessibility of OBU estate | Ongoing | EFM | Ensure that disabled staff, students and visitors can easily access all areas of our estate |
| Management and leadership develop | Advance EDI through all forms of management and leadership development, both in-house and more generally | Ongoing | HR/OCSLD | Make more effective use of succession planning to increase the diversity of management and leadership roles |
| 2 | **Ensure all employees, students and other individuals are treated with dignity and respect** | | | | |
|  | Disabled staff | Provide Disability Awareness Training, targeted at line managers in the first instance, including mental health | From Sept 2015 | HR/OCSLD/OH | Managers will be more confident in supporting disabled staff [at least 50% managers attend] |
| Review provision for supporting disabled staff and agree actions | By Sept 2015 | HR/OH/DDS | Disabled staff will feel better able to discuss requirements and reasonable adjustments [checked in Staff Survey 2016]  Provision clearly communicated on web |
| Tackling harassment | Review role of Harassment Adviser (HA) and promote more widely (link revised EDI webpages) | July 2015 | HR | Effective use of HAs to provide confidential first line support and advice  Improved reporting and follow-up |
| Refresh Harassment Adviser training and set up regular network group | Sept 2015 | OCSLD/HR | Ensure HA’s are confident in their role, share good practice and their role is well publicised |
| Older workers | Review and refresh information on (phased) retirement | Sept 2015 | HR | More staff will be aware of opportunities and managers will be better able to deal with requests from staff for phased retirement |
|  | Support career development for older workers | April 2015 | OCSLD | Pilot FreshSteps |
|  | Religion or belief | Ensure prayer and quiet spaces on all campuses | By 2018 | Wellbeing/  EFM | All staff to have opportunity to access a place for quiet contemplation or personal prayer to support wellbeing. |
| 3 | **Reflect EDI values in our governance and decision-making** | | | | |
|  | Board of Governors | Actively encourage applications from under-represented groups for any vacancies | 2016 | SMT/Clerk to Governors | Ensure leadership is representative and understanding of the staff and students they serve |
| University committees | Ensure committees and senior leadership reflect the diversity of our workforce and students | From Sept 2015 | SMT/Clerk to Governors | Ensure leadership is representative and understanding of the staff and students they serve |
|  | SMT | Ensure equality impact assessments are undertaken and recorded for all key policy developments and decisions | From April 2015 | SMT/Registrar | Inclusive decision-making processes |
| 4 | **Promote awareness of our EDI values and policy** | | | | |
|  | Recruitment and selection | Revise R&S Training | By Jan 2015 | OCSLD/HR | Ensure recruitment managers are fully equipped for the role and make good selection decisions |
| Review recruitment and selection policy | By Sept 2015 | HR | Ensure that the policy supports EDI both in terms of external recruitment and internal career development |
| Training for new staff | Review and revise EDI training | By Sept 2015 | OCSLD/HR | Increased take up of training to promote greater awareness of EDI issues |
| Staff survey | Monitor awareness of EDI through staff survey | March 2015 | HR | Review responses to 2014 survey |
| 5 | **Provide a safe, supportive and welcoming environment for students, staff and visitors** | | | |  |
|  | Promoting EDI and communicating what we do | Update EDI webpages | Sept 2015 | HR/Comms | Present lively, up-to-date and relevant information on EDI |
| Seek ‘mark’ for all EDI activities | Sept 2015 | HR/Comms | Ensure that the University’s work and commitment towards EDI is visibly promoted |
| Set up regular EDI newsletter to be published once per semester | Sept 2015 | HR | Ensure all EDI activities are publicised and celebrated |
| Revise EDI content of induction programme | 2015 | OCSLD | Ensure greater awareness of EDI issues amongst new employees |
| Set up EDI Practitioners’ group | 2015 | HR/CDPRP | Ensure sharing of good practice and co-ordination of effort |
| Run at least one EDI event per semester to coincide with key national events, e.g. Black History Month, Interfaith Week, LGBT History Month | From Sept 2015 | HR/Wellbeing | Encourage members of equality groups to feel parts of the OBU community through celebration of difference |
| Delivering EDI | Enhance support for EDI through appointment of two EDI Advisors - one in Dept of Wellbeing to cover student issues, one in HR for staff | 2015 | HR/Wellbeing | Ensure that the University is sufficiently resourced to deliver its aspirations |