



TO: EDSG
FROM: Arlene Stone, Director of HR
DATE: December 2017
SUBJECT: Draft Equality Objectives – 2017-2021

1 Purpose

- 1.1 The purpose of this paper is to set out for consideration and comment the draft equality objectives and action plan for Bath Spa University – 2017-2021
- 1.2 Following completion of the current equality action plan 2016-17, which forms a separate EDSG agenda item at this meeting, and following initial consultation with the Chair of EDSG on future equality objectives the following four strategic equality objectives have been identified:
 1. We will secure Athena Swan (AS) bronze level accreditation by 2020
 2. We will develop female staff at all leadership levels in order to ensure that female representation at this level is within a 5% variation of the % of all female staff at BSU



3. We will increase the recruitment of BME staff from 7% of all of those staff appointed to 15% of all of all of those staff appointed in a year by 2021
4. We will reduce the discrepancy in attainment between BME/International students and white students from 18% (2017) to less than 10% (2021) of students achieving a 1st or 2:1 degree.

2 Background

- 2.1 The principle reason for updating our equality objectives relates to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. New regulations came into force on March 31st 2017, and this updated Equality Objectives Document ensures we are compliant.

3 Proposal

- 3.1 To demonstrate compliance with the PSED, Bath Spa University must support and comply with the general equality duty by publishing one or more specific and measurable objectives relating to the three core objectives of the Public Sector Equality Duty (PSED) by no later than 30 March 2018, and at intervals of no more than four years.

The objective behind the public sector equality duty in section 149 of the Equality Act 2010 is to ensure that consideration of quality issues forms part of the routine, day to-day decision making and operational delivery of public authorities.



As a consequence the draft equality objectives, Appendix 1, differ from last year's action plan in so far as they set out BSU's corporate priorities. Individual Schools and Departments will, during the consultation process, have an opportunity to provide feedback on how they can develop innovative operational strategies to pursue the delivery of these high level objectives.

It is proposed that the equality objectives, once agreed, are reviewed on a six monthly basis by EDSG.

Recommendations

1. EDSG is asked to review and comment on the attached draft equality objectives
2. EDSG is asked to approve a period of consultation with Schools, Departments and other interested parties prior to ratification by VCAG.

Appendix 1
Draft Equality Objectives and Action Plans (2017-2021)

Objective 1 Bath Spa University will secure Athena SWAN (AS) Bronze level accreditation by 2020

Outcome	Actions	Lead	Timescales	Monitoring
BSU will be recognised for advancing gender equality including professional and support roles, and for trans staff and students in relation to their: <ul style="list-style-type: none"> ● representation ● progression of students into academia ● journey through career milestones ● working environment for all staff 	BSU to confirm membership of an Athena SWAN Bronze award Self-Assessment Team (SAT) to consider allocation of tasks/formation of sub groups/working parties	Executive Dean of the Institute for Education	June 2017	
	BSU to join Equality Challenge Unit	Equality Projects Officer	January 2018	
	Identify, and analyse Athena SWAN data requirements and conduct appropriate qualitative research to consider priority areas for improvement	SAT Chair	May 2018	
	Review analysis, proposed actions/priority areas for improvement	SAT Chair	October 2018	
	Prepare final draft submission and action plan and submit	SAT Chair	November 2019	

Objective 2 We will develop female staff at all leadership levels in order to ensure that female representation at this level is within a 5% variation of the % of all female staff at BSU

Outcome	Actions	Lead	Timescales	Monitoring
BSU will establish support mechanisms including support networks, individual coaching and mentoring programmes for female staff who wish to develop careers with the University	Identify future leaders and encourage participation in Developing Leaders Programme (DLP)	HR Director	September 2017 & ongoing	
	Schools to Identify a minimum of two participants per year from each school in LFHE's Aurora programme. Professional Service Departments to identify suitable participants	Executive Deans of Schools/ Professional Services Heads of Department	September 2017 & ongoing	
	Increase the proportion of women at Leadership level	Executive Deans of Schools /	September 2017 & ongoing	

	to reflect the overall % of female headcount at BSU	Professional Services Heads of Department		
	BSU to initiate and develop a Women's Leadership Forum	Executive Dean of Bath School of Art and Design	September 2017 & ongoing	

Objective 3 We will increase the recruitment of BME staff from 7% of all of those staff appointed to 15% of all of all of those staff appointed in a year by 2021

Outcome	Actions	Lead	Timescales	Monitoring
Success rates for BME recruitment will have improved by 50% by 2021 and BME recruitment process satisfaction indicators will show year on year improvement	Develop and introduce mentoring/buddying as a recruitment and retention tool	Director of HR	January 2018 & ongoing	
	Increase the % of BME applicants shortlisted, and increase the % of BME applicants offered, through a variety of Positive Action proposals.	Director of HR	March 2018 and quarterly updates	

Objective 4 We will reduce the discrepancy in attainment between BME/International students and white students from 18% (2017) to less than 10% (2021) of students achieving a 1st or 2:1 degree

Outcome	Actions	Lead	Timescales	Monitoring
The Attainment gap between BME/International students and white students will have reduced by 8% or more by 2021 and satisfaction indicators for BME/International students will show increased satisfaction rates.	Implement actions to address the attainment gap as identified by the Learning and Teaching Committee and AQSC	Deputy Vice-Provost (Learning and Teaching)	September 2017 & ongoing	
	Review curriculum content to ensure students from protected groups can learn and participate in an environment that is welcoming, inclusive and allows students to reach their potential.	Deputy Vice-Provost (Learning and Teaching)	September 2017 & ongoing	

	Provide regular staff seminars, workshops and briefings on unconscious bias, Positive Action and practical help on building an inclusive curriculum	Deputy Vice-Provost (Learning and Teaching) / Director of HR	September 2017 & ongoing	
	The Senior Tutors Forum will review the information, advice and training relating to protected characteristics made available to Personal Tutors and agree a schedule of inputs and activity for 2017-18 personal tutoring	Deputy Vice-Provost (Learning and Teaching)	September 2017 & ongoing	
	To review and develop the Learning analytics capability in general and in particular for identified protected groups under the Equality Act 2010	Deputy Vice-Provost (Learning and Teaching)	September 2017 & ongoing	

	Develop creative marketing strategies to reach potential applicants from BME communities	Director of Marketing & International	June 2018 & ongoing	
	Consider/research best practice by running inclusive open days	Director of Marketing & International	March 2018 & ongoing	

Monitoring:

These objectives, and their associated actions will be monitored on a regular basis via the Equality and Diversity Steering Group (EDSG) meetings held quarterly.

All staff designated Lead on specific objectives will be required to provide feedback and where possible supportive analytical analysis to aid with monitoring progression towards the overarching objectives. Though these objectives are the responsibility of the whole university, all staff and all departments to support and achieve.

Where necessary these objectives and actions may be reviewed and amended to account for future developments and changes in circumstance at Bath Spa University.