Equality and Diversity Work Programme 2016/17-2018/19

The Equality and Diversity work programme outlines the work Bournemouth University (BU) and Bournemouth University Students' Union (SUBU) will undertake in this strategic area. The programme will involve work in the areas of:

- Age
- Disability
- Gender reassignment
- Sex
- Pregnancy and maternity
- Sexual orientation
- Marriage and civil partnership
- Race, ethnicity and nationality
- Religion and belief (and non-belief)

Further information about the BU and SUBU commitment to Equality and Diversity is outlined within the following policies:

- BU Equality and Diversity policy
- SUBU Equal Opportunities policy
- SUBU Safe Space policy

The new work plan is a shared document with SUBU. It provides a platform to work both independently and together to promote the principles of Equality and Diversity at the University and aligns directly to the BU Strategic Plan, BU2018: Creating, Sharing, Inspiring which encapsulates BU's commitment to Equality and Diversity and makes a number of explicit references within its strategic enablers and value statements.

Creating strategy

- C1D. Create a wider experience through extra-curricular activity including sports, cultural activity, clubs and societies, and charitable and volunteering work and recognise achievements across BU
- C2C. Create an inclusive learning community where co-creation and co-production of knowledge is at our core
- C3B. Invest in developing strong academically led international collaborative partnerships and create a culture in which they are valued
- C3C. Contribute to the economic and cultural development of Bournemouth, Poole, Dorset and surrounding areas through policy development, business innovation, and charitable and volunteering activity

- C5A. Ensure exposure to diversity through, and integration in, other cultures as part of Fusion and non-academic activities
- C5B. Create an increasingly diverse staff and student body

Inspiring strategy

- I5C. Recognise, promote and celebrate the contribution that our staff and students make in the world
- I5D. Support and develop the contribution that our staff and students can make in raising aspirations in those who could benefit from higher education

People strategy

- P3D. Realise the benefits of a diverse and engaged workforce
- P3C. Maintain and enhance a working environment that enables and supports staff well-being

The SUBU vision is that: "By 2016, SUBU will have a positive impact on every BU student's journey." It achieves this though 5 key strategic themes:

- SUBU as a major collective force for all students
- SUBU understood and recognised as well as accessible and approachable by all students
- SUBU creating friendships
- SUBU helping people to realise their potential
- SUBU is ethical and environmental in its activities

The work plan reflects the BU commitment to creating an environment which supports and promotes the wellbeing of its students and staff, which responds to staff and student survey feedback and where the provision of a high quality student experience is central to the work of the institution.

As a public sector organisation it is necessary that BU and SUBU meet their legal and regulatory requirements and, where possible, reflect best practice within the region and the sector.

Table 1: Equality and Diversity Work programme 2016/17-2018/19

Equality and Diversity - Work programme 2016/17-2018/19
Priority 1: Continue to Support BU's Legal and Regulatory Compliance
Objective: To work pro-actively to ensure that BU and SUBU continue to meet existing and future regulatory commitments
Specific action(s): Ensure that all identified stakeholders (see Table 2) are aware of the current, new/updated laws in academic year 2016/17. To include: **Equality Act 2010** • Prohibited conduct (Direct/Indirect discrimination) • Harassment • Victimisation • Reasonable adjustments **Public sector Equality Duty [General Duty]** In the exercise of its functions BU is required to have 'due regard' to the need to: • Eliminate discrimination, harassment and victimisation • Advance equality of opportunity • Foster good relations **Public sector Equality Duty [Specific Duties]** • Publish information • Prepare and publish equality objective(s) **Regulatory strategies: (in order of importance)** • Research Excellence Framework (REF) 2021 [Equality and Diversity requirements] • Research Concordat (Principle 6, Equality and Diversity)
Success measure(s): • Evidence that a broad range of staff and students are 'living' the aspirations set out in the BU equality and diversity policies • Updated policies, procedures and action/work plans • Qualitative and quantitative data identified that drives activity • Equality and Diversity budget used effectively to achieve the identified specific actions

Equality and Diversity - Work programme 2016/17-2018/19

Who is responsible: In year 2016/17 the Equality and Diversity Adviser will continue to co-ordinate with identified stakeholders (see Table 2) to deliver the specific tasks identified below.

Specific Tasks (in order of importance)

- Support Chair of Equality and Diversity Steering Group to launch the new BU Equality Analysis guidance (by the end of October 2016)
- Complete the 2016/17 Equal Pay review and incorporate the recommendations into the Equal Pay action plan (by end of October 2016)
- Continue work on the specific actions from the Equal Pay action plan 2015/16 (throughout 2016/17)
- To self-assess the current BU position against the Disability Confident principles (throughout 2016/17)
- Integrate inclusive learning principles throughout the BU student experience (between 2016/17 and 2018/19)
- Undertake relevant actions identified in the unacceptable student behaviour (Lad Culture) action plan (throughout 2016/17)
- Contribute to the BU Fair Access Agreement targets covering Black Minority Ethnic (BME) students and working class white boys (2016/17 and 2018/19)
- Quantitative and qualitative data and guidance provided by external regulatory bodies such as the Office for Fair Access used to identify under-represented/priority groups to focus on for that year
- Develop a policy in relation to student parents (by the end of October 2016)
- Develop an inclusive learning policy and procedure which is being led by the Head of Student Services (provide updates at the Equality and Diversity Steering Group meetings)
- Deliver "Promoting good relations" development sessions to BU students and staff (between 2016/17 and 2018-19)
- Undertake delivery of specific 'sessions' to academic staff to respond to the equality and diversity commitments required as part of REF 2021 to contribute to REF code of practice (by the end of 2016/17)
- Respond to relevant sector consultations or returns

Priority 2: Raise and embed awareness of Equality and Diversity issues for staff, students and the wider community

Objective: To create an environment within BU and its wider community in which equality and diversity issues are widely understood

Specific action(s): Communication, engagement and promotion of the BU Equality and Diversity Agenda

Equality and Diversity - Work programme 2016/17-2018/19

Success measure(s):

- Events and initiatives are organised that are designed to impact on the areas where we need to have impact as identified in Priorities 1, 2 and 3
- Programme of events for staff, students and the wider community marks national equality and diversity events (between 2016/17 and 2018/19)
- Attendance at events is good, as shown by records of attendance including the following categories: role, protected characteristic.
- Events lead on to further work at BU and the wider community
- Evidence that behaviour and practice has changed individually and collectively against the baselines agreed in 2.
- Equality and Diversity budget used effectively to achieve the identified specific actions

Responsibility: Equality and Diversity Adviser to support/ deliver a programme of events or on-line resources in partnership with contributors (see Table 3) which are available to staff, students and the wider community to mark the identified national equality and diversity events.

Specific Tasks

At the start of 2016/17 BU will launch its

- Respect campaign (October)

Over the next three years BU/SUBU will mark the following national equality and diversity events **(in order of date):**

- Black History Month (October)
- World Mental Health Day (October)
- Hate Crime Awareness week (October)
- Disability History Month (November/December)
- Carers Rights Day (November)
- Transgender Awareness Week (November)
- International Day for the Elimination of Violence Against Women (November)
- Orange the World: 16 days of activism against Gender-based Violence (November/December)
- Word AIDS Day (December)
- LGBT History Month (February)
- Eating Disorder Week (February)
- University Mental Health Day (March)
- Christian Union Mission Week (March)
- Islamic Awareness Week (March)
- International Day for the Elimination of Racial Discrimination (March)
- International Women's Day (March)
- International Day Against Homophobia and Transphobia (May)
- Mental Health Week (May)

Equality and Diversity - Work programme 2016/17-2018/19

Priority 3 : To continue to meet existing and future commitments under equality charter marks and other voluntary schemes

Objective: BU to remain sector leading in its aspirations in equality and diversity

Specific action(s): External Recognition – monitoring and making recommendations

Success measure(s):

- Evidence that a broad range of staff and students are 'living' the aspirations set out in the BU equality and diversity policies.
- Support provided for chair of the Equality and Diversity Steering Group to identify potential members to establish a Race Equality charter self-assessment team (by the end of October 2016)
- Data and advice provided to support Faculty/Departmental Athena SWAN submissions (between 2016/17 and 2018/19)
- Data are available for the new Athena SWAN institutional submission (2016/17 and 2018/19)
- Data are available for the Race Equality charter mark submission (between 2016/17 and 2018/19)
- Athena Swan and Race Charter marks publicised (2016/17 and 2018/19)
- Stakeholders agree which Equality and Diversity charter marks and commitments of recognition we hold and need to maintain.
- The Equality and Diversity Adviser monitors the impact on behaviour, practice and policy and feeds this back to stakeholders at the three times a year meetings, interim and annual reviews.
- Appropriate support is in place to support the designated champions identified in Table 3
- The Equality and Diversity budget used effectively to achieve the identified specific actions

In year 2016/17 we will focus on: (in order of importance)

- Equality Challenge Unit membership (Athena SWAN/Race charter)
- Time to Change Organisational pledge
- Disability Confident (replacement for Disability Two Ticks)
- Mindful Employer
- DisabledGo

Equality and Diversity Adviser makes recommendations on any potential future 'Equality charter marks and commitments'. In year 2016/17 these will be:

- Stonewall Diversity Champion (Sexual Orientation/Transgender)

Responsibility: Over the next three years, the Equality and Diversity Adviser will work with or mentor the contributors (see Table 3) to progress the specific tasks identified and contribute to and support the following projects/work: Athena SWAN, Race Equality Charter marks

Specific Tasks (in order of importance)

- Provide evidence when submissions are being developed which shows the BU commitment to Equality and Diversity to support institutional, Faculty and departmental Athena SWAN and Race Equality charter work (between 2016/17 and 2018/19)
- Equality and Diversity Adviser to provide reports on activity to the Equality and Diversity Steering Group and Stakeholders quarterly (at its termly meetings)
- Development of online resources for staff, students and the wider community to mark the above national equality and diversity events (between 2016/17 and 2018/19)
- Develop the necessary business case for funding to requested as part of the 2017/18 for BU to become a member of one or all the following new Equality charter marks and commitments:
  - Stonewall Diversity Champion (Sexual Orientation/Transgender) (by February 2017)

Priority 4: Monitoring, reporting and publishing of Equality and Diversity work

Objective: To underpin equality and diversity activities at BU by obtaining, analysing and publicising relevant data

Specific action(s): Strategic Forward Planning

Success measure(s):

- Equality and Diversity Steering Group/Stakeholders agree on activities/actions/stakeholders to support the under-represented/priority groups, which in academic years 2016/17-2018/19 are Race, Gender (including transgender), Disability and Sexual Orientation
- Quantitative and qualitative data reviewed termly by Equality and Diversity Steering Group
- Meetings held with identified stakeholders (see Table 2) three times a year to agree priorities and actions and to monitor achievements against an agreed baseline
- Interim and Annual Reports setting out how data (qualitative and quantitative) have driven activity and how activity has improved data.
- Equality and Diversity budget used effectively to achieve the identified specific tasks

Responsibility: Over the next three years the Equality and Diversity Adviser will continue to co-ordinate with stakeholders to deliver the specific tasks identified below.

Specific Tasks

- Provide quarterly reports on activity to the Equality and Diversity Steering Group and Stakeholders (at its termly meetings)

Equality and Diversity - Work programme 2016/17-2018/19
• Set up meetings 31 January 2017 and 24 May 2017 to discuss in more detail specific issues identified as part of the reports to the Equality and Diversity Steering Group • Deliver an annual Equality and Diversity annual report and video (by the end of September each year)

Table 2: Identified stakeholders to support the Equality and Diversity work between 2016/17 and 2018/19

Stakeholders	Priorities
1. Chief Operating Officer	1-5
2. Executive Deans (x2)	1-5
3. Deputy Dean for Education (x1)	1-5
4. Deputy Dean for Research (x1)	1-5
5. Heads of Professional Services	1-5
6. Head of Regional Community Partnerships	1-5
7. Associate Director of Human Resources	1-5
8. Head of Student Services	1-5
9. Head of Student Engagement, SUBU	1-5
10. SU President, SUBU	1-5
11. SU VP Welfare, SUBU	1-5
12. Chair, Equality and Diversity Steering Group	1-5
13. Chair of the Fair Access Agreement Management Group	1-5
14. Head of the Centre of Excellence in Learning	1,3,4,5
15. Head of Health, Safety and Wellbeing	1,3,4,5
16. Head of Organisational Development	1-5
17. Chair, Athena SWAN Institutional self-assessment team	1,3,4,5
18. Chair, Race Equality Institutional self-assessment team	1,3,4,5
19. Equality and Diversity representative of UCU	1-5
20. Equality and Diversity representative of UNISON	1-5
21. Co-Convenors Women's Academic Network	1,3,4,5

The identified stakeholders in Table 3 should not be viewed as an exhaustive list as it will be updated at the start and end of each academic year.

Table 3: Identified stakeholders to support the Equality and Diversity work between 2016/17 and 2018/19

Contributors	Priorities
Internal:	
1. Equality and Diversity Steering Group members	1-5
2. Special interest groups: lad culture working group	1,3,4,5
3. Academic staff from BU Faculties	1,3,4,5
4. Bournemouth University Dementia Institute (BUDI)	1,3,4,5
5. Wellbeing Co-Ordinator	1,3,4,5
6. Professional Lead, Mental Health, Faculty of Health and Social Sciences	1,3,4,5
7. Students' Union Bournemouth University (SUBU), Equality and Diversity Team	1,3,4,5
8. Race Equality charter self-assessment team	1,3,4,5
9. Athena SWAN self-assessment teams	1,3,4,5
10. Research Excellence Framework Circumstances Board	1,3,4,5
11. Services Owners	
External:	
12. Dorset Healthcare University NHS Foundation Trust	1,3,4,5
13. Police and Crime Commissioner for Dorset	1,3,4,5
14. Time to Change	1,3,4,5
15. Dorset Prejudice Free network	1,3,4,5
16. BEAT	1,3,4,5
17. Healthwatch Dorset	1,3,4,5
18. Bourne Free	1,3,4,5
19. Space project	1,3,4,5
20. Schools/Colleges within Bournemouth, Poole and Dorset	1,3,4,5