

HARPER ADAMS UNIVERSITY

EQUALITY OBJECTIVES 2017 - 2019

The University objectives on equality demonstrate how it plans to meet the aims of the general equality duty across all of the protected characteristics.

The setting of these objectives is informed by information from consultation, feedback on services, equality progress reports, analysis of data on both staff and students, outcomes of complaints and the results of Equality Impact Assessments.

The information gathered is key in evidencing to the University where it needs to focus in order to continue to improve and develop its work on equality.

OVERARCHING EQUALITY OBJECTIVES

Equality Duty Aim	University objective	Action	How success will be measured
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	The University will continue to take action to prevent and address cases of discrimination, bullying and harassment including that experienced by specific groups	Targeted awareness raising including training on harassment and discrimination. Develop additional training for staff around unconscious bias and equality analysis.	To aim for 0 % reports of or perceptions of discrimination and harassment. This will be measured through the results of appropriate surveys, consultations and analysis of complaints, with results being used to develop new objectives.
<p>Advance equality of opportunity between people from different groups.</p> <ul style="list-style-type: none"> Remove/minimise disadvantage Meet the needs of people with protected characteristics Encourage participation in public life 	The University will work to better understand the experiences and needs of different groups and meet the diverse needs of the University community.	<p>Consultation with staff and students and fora such as the Equality & Diversity Working Group, Staff Consultative Group, Staff/Student LGBT groups, and the JCNC.</p> <p>Continuous review and improvement of policy and practice in relation to people with protected characteristics</p>	<p>Improved policies and practices will ensure that needs have been taken into account and disadvantage minimised.</p> <p>Statistics regarding complaints to be monitored along with employee/student survey results to look for positive trends.</p>

<p>Foster good relations between people from different groups.</p> <ul style="list-style-type: none"> • Tackling prejudice • Promoting understanding between people from different groups. 	<p>The University will provide appropriate ways of promoting good relations through dialogue, events and training/awareness raising</p>	<p>Provision of a range of tailored activities. E.g. training, awareness-raising activities, events and dialogue to encourage cohesion and promote understanding with the University Staff and Student community</p>	<p>Fewer or no complaints of disadvantage from specific groups.</p>
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Characteristic	Objective/Action	Date
Age	Review financial planning support for staff preparing for retirement, in light of the removal of the default retirement age	February 2017
Disability	Develop disability guidelines for staff and students in consultation with disabled staff and students and other stakeholders, and ensure that the guidance is widely promoted.	January 2017
Gender Reassignment	Develop an effective process for notification of change of personal details for any students who transition whilst at the University. Develop links with Stonewall to gather information and advice on how to support staff, Governors and students who may transition during their time at Harper Adams.	April 2017
Pregnancy & Maternity	Conduct risk assessments for all pregnant employees, new mothers and nursing mothers upon their return to work to ensure that adequate health and safety measures are in place during pregnancy, and that arrangements are made to ensure the transition from maternity leave back into the workplace is managed effectively. Support Governors as appropriate.	Ongoing to May 2019
Race	Review the induction process for newly recruited overseas staff in order to ensure sufficient support is provided on re-location in the context of cultural differences. Promote the integration of International student activities into mainstream student activities.	May 2018
Religion, Belief and non-belief	Promote and celebrate the diversity of cultures, ethnicities and faiths on campus by holding awareness raising events for both staff and students. Develop guidance on managing religion and belief in the workplace.	March 2018

Sex	<p>Continue to fund places on the LFHE Aurora Leadership Programme for female academic staff.</p> <p>Continue to review staff reward structures in order to monitor the gender pay gap.</p> <p>Continue to seek gender balance in the membership of the Board of Governors and University management roles.</p>	Ongoing to May 2019
Sexual Orientation	<p>Develop an effective process that enables staff and students to feel confident in declaring/notifying personal details in terms of sexual orientation.</p> <p>Develop links with Stonewall to identify any areas of best practice in this area.</p>	January 2017