



UNIVERSITY
OF HULL

EQUALITY SCHEME

2017 - 2020



FOREWORD

from the Acting Vice Chancellor



The University of Hull strives to be an inclusive community that advances equality and opportunity for all. Our Equality Scheme sets out our strategic aims. The University remains committed to providing a campus that is free from discrimination, harassment and inequality. Creating an environment in which our staff and students can flourish is at the heart of what this University is about. We recognise that different people bring different ideas, experiences, knowledge and culture. We value this diversity, which enhances our work to spread knowledge, unlock our potential and develop intellectual capital across the community and region.

The Equality Scheme sets ambitious challenges for the University. It builds on the areas where we are doing well and gives us the enthusiasm to improve in other areas. Building the diverse community that we all aspire to live and work in never stops, and the work of promoting equality and opportunity will not stand still at this University. The Equality Scheme will set the pace, tone and manner in which we will work together in shaping an inclusive place of study and work.

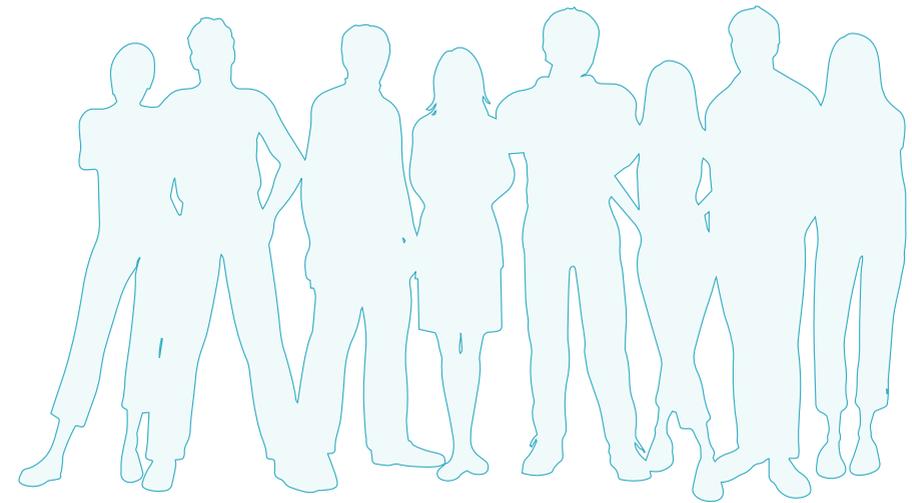
OUR STRATEGIC OBJECTIVES

1. To embed equality and diversity across the campus.
2. To improve our response to external drivers.
3. To promote the values that will underpin a diverse and inclusive organisational culture.
4. To enhance the diversity and inclusion experience of staff and students.

These are particularly challenging objectives that will demand tenacity, innovation and risk taking.

I am grateful for everyone's help to support a community that flourishes on the opportunities and achievements that diversity and inclusion bring. This Equality Scheme will form the cornerstone of our diversity and inclusion plans to 2020.

Professor Glenn Burgess
Acting Vice Chancellor



Commitment to equality

1. The University of Hull is committed to ensuring that we fully embrace the principles of equality, diversity and inclusion in our daily practices, activities and policies. The University is built on a philosophy that embeds fairness and equality into all areas of our work and at every stage of the student and staff life cycle. Today our commitment to equality is at the heart of our mission and values as a modern international university.
2. We are committed to providing and maintaining an inclusive learning and working environment, where equality is promoted, diversity is valued and discriminatory behaviour is not tolerated. The Equality Scheme sets out how we will put these values into practice. It also sets out the University's objectives to 2020 and the actions and activities we will take to uphold equality, prevent discrimination and promote greater understanding between the people in our community. The University's scheme has been developed within the context of our duties under the Equality Act 2010.

Context and values

3. The University of Hull is an international university located in East Yorkshire. Our 16,300 students and 2,400 staff are recruited internationally, nationally and locally, creating a multi-national university and a community made up of students and staff from many parts of the UK. Putting things into context, equality, diversity and inclusivity mean the following.
Equality – the fair and lawful treatment of students and staff, and the promotion of equality of opportunity between different groups. **Diversity** – the characteristics and experiences that make us who we are. **Inclusivity** – learning and working cultures that recognise and are welcoming of equality and diversity and reflect this in their structures and practices.
4. We recognise that creating an environment in which all members of our diverse community can flourish and achieve their full potential is integral to this vision and to our future success.
5. In developing and implementing our Equality Scheme we know that promoting equality means encouraging participation and engagement, recognising and responding to different needs and addressing structural barriers to achievement. Organisational culture plays a key role in creating an inclusive environment, and we will strive to ensure that the promotion of equality is embedded at all levels of our institution.
6. We will use our Equality Scheme to drive equality, diversity and inclusion forward and meet our statutory obligations under the Equality Act 2010 by ensuring staff and student communities are diverse and representative. It is also a matter of social justice and good business practice, so these equality principles should be hard-wired into our missions and values.
7. The factors that shape and identify our University community include ethnicity, gender, physical and mental disabilities including learning difficulties, gender reassignment, sexual orientations, marriage and civil partnerships, caring responsibilities, age, and religious and other beliefs. At this University we believe this range of perspectives brings with it a strength and energy, which benefits all members of the University community. This University will enforce the tenets of the Equality Act and eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster respectful relations throughout campus.

Equality scheme at work and study

8. The University continues to make progress under its Equality Scheme. The University's Equality, Diversity and Inclusion team is employed in the Human Resources Directorate and is overseen by the Equality, Diversity and Inclusion Committee in terms of policy development and compliance. Within the University there are a number of steering groups, working groups and networks that are committed to supporting and managing the protected characteristics under the Equality Act 2010. In essence consultation is continuous and embracing which embeds the principles of this scheme in the fabric of the University.
9. Key equality activities and achievements programmed for this Equality Scheme include
 - Develop ideas and initiatives with students and staff to promote the University's equality agenda.
 - The University will work with the student body to address equality issues.
 - As cited across the HE sector this University will scrutinise its BME attainment gap, challenge stereotypes and promote equality as an example of good practice in engaging and listening to its student and staff population.
 - Mandatory equality training for staff on recruitment and selection panels will continue to be delivered to our new and existing staff.
 - Embedding equality training in staff induction via an online training module and practical induction sessions wherever possible at least every 3 years.



- The University will continue to drive the Athena SWAN awards agenda to address female underrepresentation and develop other initiatives and benchmarks such as the Aurora programme to promote female advancement.
- Continue to drive and celebrate other initiatives in the BME, LGBT and disabilities community.
- The University aims to reach out to external agencies to assist in its understanding of equality on campus and recognising the contribution external partners can make to the University's inclusion agenda.
- Unconscious bias training will continue to be delivered on line to staff combat discriminatory behaviour.

Development of the equality scheme

10. The University's objectives 2017–2020 will focus on the priority equality and diversity issues identified through analysis and review of data reports and equality, diversity and inclusion reports such as
 - Staff and student data monitoring reports with a view to addressing equality issues.
 - Equal Pay Audit and gender pay gap.
 - BME student attainment gap.

Equality objectives 2017–2020

11. The University's strategic equality objectives for 2017–2020 are
 1. To embed equality and diversity across the campus.
 2. To improve our response to external drivers.
 3. To promote the values that will underpin a diverse and inclusive organisational culture.
 4. To enhance the diversity and inclusion experience of staff and students.

Objective 1 – To embed equality and diversity across the campus.

12. To enable our commitment to equality and diversity to result in real change, it needs to be embedded into our structures and culture to help shape our behaviour. Equality and diversity considerations need to be intertwined into what we do and not be viewed as optional 'add-ons'. Furthermore, we need to recognise the contribution that our expertise in teaching and research can make to the equalities agenda, both within the University and further afield.

13. The University has invested in equality training for staff. All staff are expected to attend an equality and diversity workshop or complete an online training module to improve their understanding of equality issues. New staff complete the module as part of induction. The University strives to ensure 100% compliance. In addition to the understanding of equality issues, the University delivers an online module on unconscious bias training to challenge underlying assumptions and the impact they can have on perceptions and decision making. This is a key piece of training that develops staff awareness of unconscious bias and its impact on recruitment and selection for appointments across campus. It is imperative we continue to promote diversity understanding amongst the University's senior decision-making bodies, as key to embedding equality in University structures.

- 13.1. **Our diversity is reflected in our decision-making bodies.**
The University is committed to enhancing the diversity of its leadership. The University will develop this objective through review of membership and criteria for key decision-making bodies that sit at senior management or faculty level.

- 13.2. **The promotion of equality and diversity is embedded at local level.**

Continuing to embed equality at local level and ensure that University policies and initiatives have impact is a key priority. In particular, we need to ensure effective systems for communicating and monitoring the uptake of initiatives on campus are captured and where appropriate shared to help develop the University's equality agenda.





13.3. Equality training supports individual development and institutional change.

The University provides a wide range of equality training for staff to ensure awareness of equality issues. Going forward, we need to review and develop the training, whilst balancing the need for more focused and specialist training against the challenge of effectively delivering this to a large staff population.

13.4. We effectively communicate our commitment to equality both within the University and to our partners.

Feedback from both students and staff has underlined the need to raise the profile of equality and diversity at the University. Improved communication will help to raise awareness of initiatives amongst students, staff and senior leaders as well as helping to embed equality in our campus culture. Effective communication of our equality objectives will also support different areas of the University to work together to ensure those objectives are realised.



13.5. Equality is an integral part of the mission of the University and enhances research and teaching activity.

Equality remains at the heart of our vision and mission as a contemporary, international University. We recognise that individual themes of activity, such as research and teaching, are enhanced not diminished by a strong equality agenda. We will ensure that equality remains central to our research activity, particularly in relation to race, age and gender. The University recognises the special role that higher education has in promoting learning, developing ideas and convening debate and will use these strengths to develop a distinctive equality programme.

Objective 2 – To improve our response to external drivers

14. The University will ensure compliance with various external charters, such as Athena Swan, and directives that are designed to eliminate discrimination, promote awareness and demonstrate good practice.

14.2. Progress Athena SWAN and charter objectives.
The University will continue to develop the Athena SWAN action plan at institution, faculty and school level. The University will consider widening its charter participation to other protected characteristics during 2017/18, for example, race.

14.1. Comply with equality duties and make public equality information.
The University will review its strategic objectives every three years. We will review equality data annually and equal pay every two years. The University will carry out a gender pay gap audit as determined by incoming regulations (2017). From a governance and assurance perspective, the University will write an equality, diversity and inclusion report annually for the University Executive Group (starting in 2017).

14.3. Increase equality and diversity presence outside the University.
The University will use enterprise and engagement to work with external agencies in promoting equality and diversity and demonstrate the University's commitment, which will enhance the University's interest and reputation on and off campus.

Objective 3 – To promote the values that will underpin a diverse and inclusive organisational culture

15. Equality and diversity needs to be embedded in the culture and practices of the University. People need to be at the heart of everything we do and our staff and students must feel that the culture of the University is one of inclusivity and diversity.

15.1. Creating a fair and open community culture.

The University will continue to work towards creating a learning and working culture that recognises and is welcoming of equality and diversity and reflects this in its structures and practices. The active promotion of equality informs our culture and behaviour.

15.2. Promoting an inclusive culture.

The active promotion of equality informs our culture and changes behaviour. The University will do more to blend its behaviours and principles of equality into campus culture. This will create the conditions for zero tolerance in relation to discrimination and harassment.

15.3. The use of communications to drive the message home.

The University will make full use of its communication skills and networks to raise awareness of initiatives amongst students, staff and managers, and embed equality and underpin our values in campus life.

Objective 4 – To enhance the diversity and inclusion experience of staff and students

16. We will provide an environment that is accessible, welcoming and safe. This University aims to produce graduates who understand and are able to thrive in an international economy. Central to this aim is embedding an inclusive learning and working culture, which recognises, reflects and responds to the needs of our diverse community.



16.1. We are an inclusive community and address the needs of our people.

We shall continue to work to promote greater inclusion across all of the Equality Act 2010 protected characteristics. Consultation with students has also highlighted the importance of inclusion by socio-economic background, in addition to those characteristics protected by law. We will continue to develop and implement new ideas around the inclusive agenda, so that our teaching resources, the way we teach and our curriculum content are reflective of the different backgrounds and experiences of our home and international students and staff.

16.2. Accessibility is a key component of all campus developments.

The challenges of creating a physically accessible campus have been highlighted by students in previous forums and in the work of the University's Disabilities Working Group. Our Estates team are engaged and have undertaken work to improve accessibility across campus. Consultation and communication with disabled students and staff and through the Disabilities Working Group about projects and priorities remains a key area for development.

16.3. We have a zero tolerance approach to discrimination and harassment.

Providing a safe campus environment, where all members of our community are treated with respect is absolutely key to our promotion of equality and our institutional values. Staff and students should be aware of what constitutes unacceptable behaviour and feel confident in the support mechanism available to challenge and report such behaviour should it occur.

16.4. We will support an agenda of activities to underpin our commitment to equality.

The University is well placed to facilitate understanding between different groups of people. We will continue to seek opportunities to support an inclusive and welcoming environment by developing events throughout the University calendar that encourage dialogue between different groups and build on our established celebrations. This University emphasises the importance of promoting a wide range of role models to challenge expectations and stereotypes, for example our staff Diversity Champions.

Monitoring, Reporting and Publishing

17. The University's Equality, Diversity and Inclusion Committee will review the Equality Scheme on an annual basis to measure progress against objectives and benchmarks and to identify new actions for the coming year. The outcomes of the review will be collated in an annual report, alongside student and staff data, as required by the public sector equality duty. Both documents will be published on the University internet and intranet.

The Legal Context

18. The Equality Act 2010 underpins the Equality Scheme. The act applies to the University as an employer, education provider and service provider. It outlaws direct and indirect discrimination, harassment, and victimisation based on the nine protected characteristics.
19. The Public Sector Equality Duty requires the University to have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.



Responsibility and Accountability

20. All staff in the course of their employment and all students in the course of their studies and others associated with the University, without exception, have a responsibility to ensure that their actions comply with the requirements of University policy and the Equality Scheme. This is to eliminate unlawful discrimination, promote equality of opportunity and advance good relations between different equality groups. The following groups have specific responsibilities.
- **The University Executive Group** – is responsible for providing a consistent and high-profile lead on equality and diversity issues, and for promoting equality and diversity strategies both inside and outside the University. The University Executive Group ensures, amongst other things, that the University's equality and diversity strategy is implemented effectively and that appropriate action is taken against anyone within the University who does not act in accordance with the equality duties.
 - **The Equality, Diversity and Inclusion Committee** – has responsibility for the approval of equality strategies, policies and procedures and for overseeing their implementation. The committee reports to the University Executive Group which has the authority to make decisions or to recommendations for approval.
 - **The Human Resources Director and the University Registrar and Secretary** – are responsible for overseeing the formulation and implementation of policies, procedures and guidelines and for providing advice to the University Executive Group. This includes compliance with the general and specific duties and bringing non-compliance issues to the attention of the University Executive Group.
 - **The Head of Equality, Diversity and Inclusion** – is responsible for providing advice on the formulation of policies, procedures, maintaining an overview of all equality legislation and the relationship between its different strands. This includes developing and producing equality policies and strategies, including training interventions, and advising managers on embedding equality on campus.
 - **All heads and managers** – are responsible for ensuring that the Equality Scheme is implemented and maintained within their area of responsibility, ensuring all staff are fully informed about their responsibilities and receive support and training in carrying them out. Heads and managers are responsible for taking appropriate action against staff or students who discriminate and for ensuring that the strategy and its procedures are followed within their areas of responsibility.



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