

Equality Objectives 2020 - 2025

The Public Sector Equality Duty requires public sector bodies to have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Equality Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

In order to support these three aims, the University is required to prepare and publish one or more specific and measurable **equality objectives**.

The University has analysed its **equality information** (for staff and students), its previous equality objectives for the period 2016 to 2020, the results of the staff engagement surveys held in 2019, consultations, Equality Impact Assessments, Athena SWAN surveys and focus groups, the Access and Participation Plan, and other student data relating to attainment and employability, and has identified five **equality objectives** for the period 2020 to 2025.



Theme One - A Culture of Equality and Better Outcomes for All

Objective 1.1: Advance demonstrable equality of opportunity for staff and students, through actions that will include:

- Equipping our University Executive Team to lead on EDI matters to reflect the need to embed the value of inclusion within all areas of work
- Providing targeted support for the delivery of our Access and Participation Plan
- Using inclusive educational approaches and signposting to good practice
- Delivering core curricular content on Equality and Respect for all students
- Embedding EDI within all staff development programme

Objective 1.2: Reduce, and as far as possible remove, differential outcomes, including gaps in academic attainment and working conditions, through actions that will include:

- Improving the collection and analysis of equality data for monitoring, continuous improvement and quality management
- Maintaining a consistent approach to Dignity and Respect interventions and reporting mechanisms
- Empowering individuals to recognise and call out bullying and harassment
- Reducing the barriers to progression of under-represented groups into management and leadership roles
- Developing a strategic approach to embedding EDI in our research practices
- Monitoring actions identified through Equality Analysis and reporting on implications of issues identified

Theme Two - Making our Diversity Count

Objective 2.1: Increase diversity and improve inclusion across both the student and staff community, through actions that will include:

- Implementing a framework for effective design, delivery and evaluation of evidence-based diversity interventions
- Advancing EDI in recruitment including the development of a bespoke Positive Action Framework
- Celebrating and communicating past and current work in support of embedded EDI
- Positioning our EDI commitment as an important part of our relationships with external partners
- Addressing barriers to declaration of equality data for staff and students

Theme Three - Enabling a Climate for Inclusion

Objective 3.1: Develop and implement mechanisms to support staff and students to work and study in a culturally safe environment, through actions that will include:

- Creating spaces and resources for dialogue on EDI among all members of the University
- Working in partnership with the University community to deliver relevant and meaningful inclusive culture change
- Designing targeted actions to build people capacity and foster commitment to EDI through annual performance development goals focused on building or enhancing cultural competences
- Developing plans to submit to the Stonewall Workplace Equality Index
- Developing a framework for coordinating and delivering equality charter action plans
- Delivering coordinated calendar of events for strong celebratory communications, awards and recognition in collaboration with our partners

Objective 3.2: Drive social and economic equality at the University and in all we do, through actions that will include:

- Devising and embedding a process to address the progression of under-represented groups and taking strong action where there is evidence of inequality
- Monitoring progress on delivery of interventions to reduce pay disparities set out in our equal and gender pay action plan
- Continuing to progress our work to implement workforce EDI action plan
- Sustaining our partnership approach to enabling graduate employability and employment
- Developing and implementing Bradford's Learning Partnership programme to enhance embedded EDI

Equality objectives will be monitored and reported every 6 months to the EDIC and annually to the Council. Review date: June 2025