

Equality, Diversity and Inclusion (EDI) Priorities 2020 to 2025

The University of Northampton's strategic objectives support the University's commitment that all students, staff, visitors, and others we have contact with, are treated fairly, equitably and with dignity and respect.

EDI is not considered to be the responsibility of specialist individuals at the University but forms part of all our responsibilities be it staff, student, visitors and others we have contact with, and is integrated in the culture and ethos of the university. The University adopts an evidence-based approach to planning, implementing and evaluating its impact on EDI.

These priorities have been developed to advocate the Universities responsibilities under the Public Sector Equality Duty (PSED), namely to:

- Eliminate unlawful discrimination on the grounds of a protected characteristic;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and people who do not.

These priorities are related to the **protected characteristics** within the Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

To deliver on the priorities, a more detailed rolling action plan is owned and implemented through the Staff Equality, Diversity and Inclusion Forum (EDIF). The rolling action plan details the steps taken towards achieving the EDI priorities and records on-going progress. The rolling action plan also provides visibility of current issues or emerging concerns that are raised by the EDIF.

An Annual report will be provided to the University Management Team and the Board of Governors with regard to progress made in relation to the priorities and action plans to provide assurance that the University is fulfilling its responsibility.

Governance and Accountability

- To ensure that EDI is at the core of leadership and decision making through analysing data and using Equality Impact Assessments
- To ensure credibility and integrity of workforce equality data through communication and campaigns

Priorities	Measures	Responsible
a) UMT are accountable for the EDI plan.	<ul style="list-style-type: none"> • Successfully achieve the outcomes of the plan by the end of 2024/25 Academic year 	<ul style="list-style-type: none"> • UMT – key leads Deborah Mattock and Shân Wareing
b) The EDI plan is published, together with an annual report of progress accompanied by communications at timely periods.	<ul style="list-style-type: none"> • EDI Plan developed • EDI Plan signed off • EDI Plan published • Annual EDI report developed • Annual EDI report published • Milestone/KPI progress shared 	<ul style="list-style-type: none"> • HRD • UMT & EDIF • Public Relations and Corporate Communications (PRCC)
c) Equality Impact assessments (EIA) are undertaken for all business change i.e. amendments to policy, procedure, practice and activities that affect staff/students at the appropriate milestone points.	<ul style="list-style-type: none"> • EIA tool is fit for purpose and used without exception as a valuable insight tool resulting in change. • All key post holders identified as responsible for policies, procedures and major decision making have undertaken training in Equality Impact Assessments. 	<ul style="list-style-type: none"> • HR • All policy owners and decision makers • UMT • Staff Development

<p>d) University policies, procedures and practices support and enhance the experience of staff with protected characteristics</p>	<ul style="list-style-type: none"> • All university practices and guides are reviewed on an annual basis to ensure compliance with legislation and enhanced experience, giving consideration to protected characteristic groups and completion of EIA. • All university policies and procedures are reviewed every three years, unless required sooner, to ensure compliance with legislation and enhanced experience, giving consideration to protected characteristics and completion of EIA. • All content both physical and digital produced by the University meet AA accessibility standards . 	<ul style="list-style-type: none"> • UMT and their teams • Policy and procedure owners • All staff responsible for published content
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<p>e) We have representative and diverse university forums and committees that support inclusive decisions and practices</p>	<ul style="list-style-type: none"> • All university forums and committees are reviewed each academic year and have fully representative membership to ensure diversity of thought and approach. • Terms of reference are updated to reflect commitment to a diverse membership. 	<ul style="list-style-type: none"> • UMT and all committee chairs • Employee networks
<p>f) The EDI agenda is a whole community approach of staff, students and stakeholders actively involved in driving change.</p>	<ul style="list-style-type: none"> • The Staff EDI forum works in collaboration with the Student Equality, Diversity and Inclusion Forum with visible joint initiatives. • The achievements under EDI are recognised by staff, students, stakeholders and external parties as positive and impactful • University leaders and managers hold a zero-tolerance stance to any form of discrimination, inequality, bullying and harassment 	<ul style="list-style-type: none"> • UMT • Staff and Student EDI forums

<p>g) Actions we take and initiatives we introduce are evidence based and determined by data and evaluated for impact</p>	<ul style="list-style-type: none"> • Planning includes a variety of staff from across the University to provide evidence and context. • Initiatives are followed up with impact reports to determine success. • Results of any staff surveys convey positive responses to the University behaviour 	<ul style="list-style-type: none"> • UMT • Staff EDI forum
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Workforce Development

- Ensure inclusive behaviour and awareness of EDI through training, communication, management and leadership practices with particular regard to BAME, disability and LGBT+
- Create a culture where staff feel able to talk about and be themselves.
- The potential of all members of the University community is recognised and actively encouraged

Priorities	Measures	Responsible
a) The Key Behaviour of Enabling Equality, Diversity and Inclusion is understood and integrated at all levels of the University.	<ul style="list-style-type: none"> • Guidance available to explain the key behaviour EDI and how this is assessed and developed • Increasing number of staff year on year, engage in EDI related development in addition to the statutory training required of all staff • Learning pathways documented for EDI behaviour at Foundation, Service, Direction and Leadership 	<ul style="list-style-type: none"> • Head of Staff Development • Head of Academic Practice • Head of Library Services • HR Business Partners • Employee Networks – BAME, Disability and LGBT+

<p>b) All university staff to be aware of EDI practice and integrate into the everyday work environment.</p>	<ul style="list-style-type: none"> • Number of staff who have participated in awareness training – year on year increase with 50% achieved by 2023 • Number of staff who have engaged in race/ cultural awareness resources on the intranet • Participation in Race/Cultural awareness events organised for staff increase year on year. • Results from staff survey show an increase in positive responses 	<ul style="list-style-type: none"> • Staff Development / Academic Development • HRD • Staff Networks
<p>c) EDI behaviour is integrated in key institutional activities. Training programmes are available for staff who undertake these activities e.g. management and leadership, teaching and learning practice, student support and research</p>	<ul style="list-style-type: none"> • Completed audit of key workforce processes and available training with follow up action plan. Gaps identified and addressed. • All relevant staff have received training on supporting inclusive practice. • Staff surveys report positive reaction to management and colleague behaviours 	<ul style="list-style-type: none"> • HRD • Staff Development • Head of Academic Practice • Dean of Research • Director of SAS

<p>d) The staff development portfolio is inclusive and addresses EDI issues. It is directly supportive of career enhancement and job fulfilment of those with protected characteristics.</p>	<ul style="list-style-type: none"> • All staff development programmes have been reviewed and revised and demonstrate the EDI behaviour • Increasing engagement with existing programmes of those with protected characteristics • Development of new resources and programmes designed for these groups specifically 	<ul style="list-style-type: none"> • Head of Staff Development • Head of Academic Practice • Head of Library Services • Employee Networks – BAME, Disability and LGBT+
<p>e) EDI training remains a mandatory requirement for new starters and refresh for existing staff. Training to include increased awareness of additional needs of our staff and students</p>	<ul style="list-style-type: none"> • Line managers have responsibility for ensuring compliance and take the appropriate action where there is a breach. • 100% compliance achieved 	<ul style="list-style-type: none"> • Head of Staff Development • Line managers

Workforce Diversity and Inclusion

- Increase proportion of those with protected characteristics, in particular Women and Black, Asian, and minority ethnic and disabled colleagues, in senior positions (grade 9 and above), ensuring diversity reflects the workforce population
- Continual reduction of the ethnicity and gender pay gaps
- Improve inclusion and progressions for those with protected characteristics across the workforce demonstrated through equality of opportunity and outcomes
- Improve inclusion for disabled staff ensuring efficient and supportive reasonable adjustments are provided
- Build awareness and education around ethnicity, LGBT+ and disability in the workplace
- Increase confidence in those with protected characteristics that they can trust us

Priorities	Measures	Responsible
a) Workforce diversity is representative of the HE sector and regional metrics and clearly communicated on the University platforms.	<ul style="list-style-type: none"> • Workforce representation is measured and is in line with HE sector and regional metrics by end of academic year 2024/25 	<ul style="list-style-type: none"> • HR • EDIF • UMT

<p>b) All women, Black, Asian, Minority Ethnic and disabled applicants for senior positions (Grade 9 and above), who meet the essential criteria, are shortlisted for selection and assessment</p>	<ul style="list-style-type: none"> • Annual reporting of the recruitment profile of all recruitment candidates demonstrates a proportionate number of those with these protected characteristics at each stage: <ul style="list-style-type: none"> ○ Short-listed ○ Interviewed ○ Offered a position ○ Accept a position • Gaps in outcomes explored and actions taken to remove the gaps. • Diversity of senior roles reflective of university workforce by 2024. • Recruitment includes targeted campaigns to improve diversity. 	<ul style="list-style-type: none"> • HR • MI analytics • Recruiting managers
<p>c) Ethnicity and gender pay gaps continually reduce year on year – mean and median gaps are measured.</p>	<ul style="list-style-type: none"> • Annual reporting demonstrates reduction and recommendations to further reduce. • Ethnicity and gender pay gaps are below the sector and national figures. 	<ul style="list-style-type: none"> • HRD

<p>d) Increased external recognition from employment charters</p>	<ul style="list-style-type: none">• Growth from a disability confident employer to disability confident leader• Demonstrating eligibility for a number of employment charters and awards including the Race Equality Charter	<ul style="list-style-type: none">• HRD and Executive,• Staff Networks and their sponsor
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Staff Engagement

- Increase sense of staff belonging and confidence in all staff that they can trust us

Priorities	Measures	Responsibility
a) Increased levels of disclosure and reporting of diversity data amongst all staff	<ul style="list-style-type: none"> • Increased credible data of protected characteristics with year on year reduction of 'not known' fields. 	<ul style="list-style-type: none"> • HRD • HRMIS • PRCC Team
b) Space is provided day to day for staff to challenge assumptions and experiences to improve understanding of bias, discrimination and unfair treatment of those with protected characteristics.	<ul style="list-style-type: none"> • Staff surveys report positive reaction to management and colleague understanding and behaviours. 	<ul style="list-style-type: none"> • HRD • UMT • Line managers • PRCC Team
c) Employee networks play an active part in communications, decision making and support in working life.	<ul style="list-style-type: none"> • All staff are aware of the employee networks and understand their purpose. • Networks are consulted and included in discussions where there is an impact on those with protected characteristics. 	<ul style="list-style-type: none"> • Employee Networks • UMT • HR • PRCC Team

<p>d) The EDI pledge and Race Equality charter inform activities and the impact is evident in the work environment.</p>	<ul style="list-style-type: none"> • Launched and embedded in communications to support an inclusive culture, workplace and place of study • Resources available on the internet to support staff and student recruitment aligned to EDI, the UoN pledge and our ongoing activities and events. • Staff survey results recognise improvements and progress in this area. 	<ul style="list-style-type: none"> • UMT • Marketing • Employee Networks
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