



EQUALITY, DIVERSITY & INCLUSION

STRATEGIC PLAN 2021



INTRODUCTION

The University of Wolverhampton's commitment to Equality and Diversity runs through its Strategic Plan 2016 - 2021.

The following Equality Objectives summarises the University's commitment to Equality and Diversity, and outlines the operational targets its academic faculties and professional services needs to meet to fulfil this commitment between 2016 and 2021. In this, they shall be supported by the Equality and Diversity Unit and look to work with the Students' Union where possible.



Policy Statement on Equality and Diversity

The University of Wolverhampton (hereafter 'the University') is fully committed to the advancement of equality and the elimination of unlawful and unfair discrimination. It values the benefits that a diverse student and staff population brings to the university. The University will treat all people with respect, and seeks to provide a positive environment free from discrimination, harassment or victimisation.

The University will not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values equity, openness, fairness and transparency.

The University celebrates and values the diversity of its student population and workforce, and believes that it will benefit from employing people who are Disabled, BAME and LGBT at all levels of responsibility, thus hoping to provide role models for other staff and students from the same background(s). For the same reason, the University believes it would benefit from improving the representation of women and men in areas of our workforce where they are underrepresented.

The University recognises that its students, staff and those who engage with it come from diverse cultures and backgrounds and may hold personal beliefs that differ from the beliefs and values articulated by this policy or other University policies. Whilst respecting individuals' personal beliefs and acknowledging its duties not to discriminate on the grounds of religion or belief, the University expects its students, staff and visitors to uphold the values in its strategic plan and associated policies, practices and procedures at all times when engaging with the University.

The University values the work of the Disabled Staff Network, BAME Staff Network and LGBT Staff Network, and believes their work enhances the University experience for all staff and students. Line-managers must support those staff members who wish to engage with these networks i.e. allowing them to attend meetings or events during worktime. The University will also provide appropriate logistical support for student groups and representatives.

All staff and students are responsible for the promotion and advancement of this policy. The Joint Equality and Diversity Committee shall monitor that the University is fulfilling its corporate obligations. Individual behaviour, actions or words that transgress the policy will not be tolerated and where appropriate will be dealt with in line with the University's Dignity at Work and Study Policy.

The policy is applicable to all those who interact with the University. This includes, but is not limited to, staff, students, suppliers, and visitors. The policy applies to all processes relating to employment, education and to any dealings with customers and clients. Decision-making in relation to all university activities will be based on objective criteria only and any irrelevant information will not form part of the process.

The policy will be reviewed as necessary to reflect changes in the law, demographics and internal requirements.



Background

1. During the last Strategic Planning cycle, the University of Wolverhampton agreed Equality Objectives to provide direction to its work in this area. These Equality Objectives are due to lapse at the end of 2016.
2. There has been feedback that the relationship between the Equality Objectives and the Strategic Plan lacked sufficient clarity.

Equality Objectives 2016-2021

1. The Strategic Plan's proposed Key Performance Indicators demonstrate the University of Wolverhampton's commitment to embedding best practice in Equality and Diversity. The existing KPIs already commit the University to ensure that:
 - a. Our staff and student bodies are sufficiently diverse
 - b. Eliminate demographic differences in student continuation, progression, achievement, satisfaction and employability.
1. It is proposed that the new Equality Objectives complement the Strategic Plan in two ways:
 - a. Consolidate the Strategic Plan Goals and Key Performance Indicators that are relevant to Equality and Diversity into one document that the Equality and Diversity Committee can receive reports about the University's performance against.
 - a. Develop operational targets that outline the work that academic departments and relevant professional services, supported by the Equality and Diversity Unit, need to undertake to ensure we meet the Strategic Plan's Goals and Key Performance Indicators.
 - a. The Equality Objectives include commitments to identify and tackle negative demographic trends, engage with national accreditation schemes and raise the profile of the University through the organisation of events.
 - a. Due to being a further development of the Strategic Plan's Key Performance Indicators, the new Equality Objectives do not place a significant additional burden on the University. Where they do have resource implications is in setting the priorities of the Equality and Diversity Unit (EDU), which has been taken into account in its new remit.
1. The Director of HR and the Dean of Students would continue to report back to Equality and Diversity Committee about the progress against objectives in their area. The Equality and Diversity Unit would also provide the Equality and Diversity Operational Group with regular updates about progress made.
2. The Equality Objectives were approved by the Equality and Diversity Committee with minor amendments suggested. Further minor changes have been made to reflect the latest update of the Strategic Plan's Key Performance Indicators.
1. It is not anticipated that significant changes will be made to the Equality Objectives; however minor updates and/or change in format may be required to ensure it properly aligns with the Strategic Plan's Key Performance Indicators. The Equality and Diversity Unit will update the Equality and Diversity Operational Group when the final version is confirmed.



Appendix A: Equality Objectives 2016-2021

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Strategic Plan Goal	Key Performance Indicator	Equality Objective
Maximise individual potential for all students.	KPI 1: Growth in size and diversity of our student population	Increase student recruitment from currently underrepresented demographics groups.
Maximise individual potential for all students..	KPI 1: Growth in size and diversity of our student population	Increase student retention from currently underrepresented demographics groups.
Maximise individual potential for all students..	KPI2: Our students progress and achieve at, or above, the expected levels and there are no differences between student demographic groups.	Increase student achievement, continuation and progression of currently underperforming demographic groups.
Maximise individual potential for all students..	KPI 3: We exceed the expectations of all our students	To promptly address any instances of differential dissatisfaction of a demographic group.
Maximise individual potential for all students..	KPI4: Our students gain graduate level employment with no differences between demographic groups	Increase student employability of currently underperforming demographic groups.
Maximise individual potential for all staff.	KPI6: We have a diverse, highly skilled and motivated staff team.	Increase recruitment of staff from currently underrepresented groups.
Maximise individual potential for all staff.	KPI6: We have a diverse, highly skilled and motivated staff team.	Enter the Top 100 of the Stonewall Workplace Equality Index
Maximise individual potential for all students/staff	KPI6: We have a diverse, highly skilled and motivated staff team.	Secure a Race Equality Charter Bronze Award
Maximise individual potential for all students/staff	KPI6: We have a diverse, highly skilled and motivated staff team.	Secure an Athena Swan Gender Equality Charter Bronze Award
Be renowned as a university that makes impact regionally, nationally and internationally	KPI11: We are seen by partners, funding bodies, and the communities we serve as effective and successful in improving the regions we operate within.	Raise local and national awareness of the diversity of our research and staff/students through engagement with Equality and Diversity-themed festivals and campaigns

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