**Equality Objectives 2016 – 2021**

**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:
	1. Our staff and student bodies are sufficiently diverse
	2. Eliminate demographic differences in student continuation, progression, achievement, satisfaction and employability.
2. It is proposed that the new Equality Objectives complement the Strategic Plan in two ways:
	1. 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.
	2. 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**.**
3. 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.
	1. 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.
4. 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.
5. 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.
6. 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**

The University of Wolverhampton’s commitment to Equality and Diversity runs through its Strategic Plan. 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. In this, they shall be supported by the Equality and Diversity Unit and look to work with the Students’ Union where possible.

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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 |