**Equality & Diversity Unit Remit**

**The Need to Outline the EDU’s Remit**

1. Over the past few years, the University has sought to embed Equality and Diversity in the ‘everyday’ operations of academic departments and professional services.
2. There has been confusion about the role of the Equality and Diversity Unit considering this new approach. The purpose of this paper is to clarify what role the EDU should play in ensuring that the ‘mainstreaming’ of work related to Equality and Diversity succeeds.
3. The new Equality Objectives outlines key targets that the Equality and Diversity Unit will be responsible for ensuring that the University meets i.e. securing recognition through the Stonewall Workplace Equality Index and Race Equality Charter. Therefore its remit needs to be defined to ensure that it is properly focused on these priorities.

**The Role of the Equality and Diversity Unit**

1. Underpinning the proposed Equality and Diversity Unit Remit is the belief that the EDU should now focus itself on strategically driving the University’s Equality and Diversity Agenda through developing policy, supporting academic departments and professional services, and educating students, staff and external stakeholders.
2. It is proposed that the Equality and Diversity Unit does this in three ways; Creating, Checking and Championing Best Practice in Equality and Diversity. This Departmental Remit would be explained as follows:

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| **Create** | **Check** | **Champion** |
| Develop clear policies and procedures to define best practice. | Monitor implementation of initiatives and highlight non-engagement. | Raise the profile of Equality and Diversity within the University. |
| Inform and advise staff and students about Equality and Diversity. | Evaluate institutional progress against the Equality Objectives. | Build relationships with the local community and national organisations. |
| Support the Staff Networks and Faculty E&D Representatives. | Challenge institutional underperformance. | Secure recognition of the University’s Equality and Diversity work |

1. To ensure that the Equality and Diversity Unit maintains this focus and delivers on its new priorities, the following practical steps would have to be made:
   1. A key element of the new EDU Remit will be confirming that the Directorate of Human Resources should take the lead on all staff complaints, with the EDU and/or relevant Staff Network or Faculty E&D Representatives, playing a supporting role. This shall release the staff time necessary to realise the EDU’s proactive agenda.
   2. While the EDU should continue to provide a central planning service for staff, student and community events focused on Equality and Diversity, it is recognised that these events must be evaluated against their success in meeting the broader aims of the University (i.e. Student Satisfaction, Student Recruitment, Local Community Relations or National Recognition).
   3. The EDU will need to develop a closer working relationship with the Strategic Planning and Performance Office to fulfil its responsibility to monitor and evaluate the progress of academic departments and professional services in meeting the Equality Objectives.

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