



Diversity at Cranfield University

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www.cranfield.ac.uk



Diversity statement

The University will provide a collaborative and supportive working and learning environment, which embeds equality of opportunity and the rights of individuals in all of its operations and treats everyone with dignity and respect



Breakdown of staff and students

Staff

Female – 46%

Male – 54%

UK – 77%

EU – 12%

Rest of world – 11%

Students

Female – 23%

Male – 77%

UK – 50%

EU – 22%

Rest of World – 28%



Diversity at Cranfield

Family Friendly Policies



- Flexible working
- Maternity/paternity leave
- Adoption Leave
- Dependant Leave

Disability Support



- Reasonable adjustments
- Specialist equipment
- Dyslexia screening

Diversity
Monitoring Report



- Highlights the actions we are taking to fulfil our obligations under the Equality Act 2010



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Athena SWAN

- Athena SWAN is a national scheme that recognises commitment to advancing women's careers in STEMM (science, technology, engineering, maths and medicine) in Higher Education and research.
- We are planning our Institutional Bronze award submission
- Action plan highlights how we will improve the representation of female staff in STEMM areas





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Initiatives:

- Unconscious Bias workshop Senior Management Team
- Changes to recruitment & selection processes and procedures
- Reviewing our Imagery to ensure we are inclusive
- Case studies of diverse staff, students and alumni
- Bespoke interventions to address gaps e.g. low number of female academics in senior roles



Diversity at Cranfield

Dignity at Work and Study (students)

- Dignity at Work Policy (Staff)/ Dignity at Study Policy (Students)
- Helps staff and students recognise bullying & harassment
- Provides guidance for resolving issues
- Dignity at Work and Study Advisors available to provide confidential advice and guidance to staff and students



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Staff development

- Aurora Programme (aimed at Level 5 and newly appointed Level 6 e.g. Research fellows and newly appointed Lecturers)
- Women as Leaders (aimed at Level 6 and 7 e.g. Lecturers and Senior Lecturers)
- Online Diversity module
- Unconscious Bias Workshop
- Cross cultural competence workshop
- Disability Confidence workshop