

## Cranfield Equality Objectives (2012 -2016)

Cranfield University has a Single Equality Scheme in place for both staff and students and the objectives highlighted below are those identified in the scheme as the key priority areas for the University. They will help meet the ‘**General duty**’ to:

- Eliminate unlawful discrimination/harassment and victimisation.
- Promote equality of opportunity between people who share a protected characteristic and those who do not share it (the protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership).
- Foster good relations between people who do share a protected characteristic and those who do not.

Overall objective	Specific action to be taken	Owner	Performance measure	Action taken
<b>1. Promote equality for all staff and student applications, selections and admissions.</b>	1.1 Incorporate information on the protected characteristics on staff/student application forms. 1.2 Ensure equal opportunities data on application forms and is not available to those responsible for selection. 1.3 Annually monitoring recruitment, selection and admissions data by protected	HR&D and Academic Services	1.1 – 1.3: Number of complaints or appeals in recruitment processes relating to protected characteristics.  Shift in diversity measures in annual diversity monitoring report.	

	<p>characteristic and taking appropriate actions where necessary e.g. to understand why less ethnic minority applicants are being offered roles at the University than their white counterparts.</p> <p>1.4 Diversity Development for recruiting line managers, academic and support staff to ensure they are aware of their responsibilities under the Equality Act 2010.</p> <p>1.5 Reviewing recruitment channels and advertisements to ensure the net is cast wide enough to recruit diverse talent (particularly female Academics and Professors).</p>		<p>1.4: Staff attending L&amp;D workshops to complete the online diversity module as a pre or post work.</p> <p>1.5: A broader variety of recruitment channels to be used with data to monitor diversity of applicants from each channel.</p>	
<p><b>2. Promote an inclusive Learning &amp; Teaching Environment</b></p>	<p>2.1 Academic and support staff in student facing areas to be made aware of their responsibilities under equality legislation so that they do not discriminate against anyone with a protected characteristic.</p> <p>2.2 Ensure staff are aware of support available for disabled students to ensure they do not</p>	<p>HR&amp;D, PVC and Academic Services</p>	<p>2.1 – 2.2: Staff undertaking Academic Development to complete the online Learning &amp; Teaching diversity module and student support to be highlighted in Academic workshops.</p>	

	<p>face any barriers to learning.</p> <p>2.3 Diversity to be incorporated into the Learning &amp; Teaching Framework to ensure teaching methods are inclusive and promote equality of opportunity for all students.</p> <p>2.4 Review student processes to ensure disabled students are aware of the support available to them before they start their course.</p>		<p>2.4: An increase in students declaring their disability before they begin their studies with a higher proportion applying for their DSA in the first term.</p> <p>The number of 'reasonable adjustments' made for learning/assessments by Schools/LSOs.</p>	
<p><b>3. Monitoring staff and student data by protected characteristic</b></p>	<p>3.1 Data on staff and students in relation to the protected characteristics will be collected, analysed and published in the annual Diversity Monitoring report and presented to the Executive and Council and published externally.</p> <p>3.2 Where data analysis highlights exposures of inconsistency of treatment, the Diversity</p>	<p>HR&amp;D and Academic Services</p>	<p>3.1: Report to be produced annually and published.</p> <p>3.2: Will vary according to issues highlighted.</p>	

	<p>Manager will work with the Diversity Committee to formulate actions to resolve these issues.</p> <p>3.3 Understand what percentage of staff at the University are UK ethnic minorities and if we reflect our local communities.</p>		<p>3.3: Monitoring data highlights that the University ethnicity profile reflects the local community.</p>	
<p><b>4. Staff and student welfare (promote a zero tolerance of harassment and bullying and deal with situations appropriately).</b></p>	<p>4.1 Review staff and student policies to ensure they continue to be effective in promoting equality of opportunity and create a culture of respect and dignity.</p> <p>4.2 Review of Dignity at work/study advisors and provide development to refresh skills as required.</p> <p>4.3 Monitor staff and student complaints by diversity strand/protected characteristic and take appropriate action as required.</p> <p>4.4 Raise awareness of cultural diversity amongst student community to promote a culture of tolerance and respect.</p>	<p>HR&amp;D and Academic Services</p>	<p>4.1 – 4.2: Effective policies and Dignity at work/study advisors should help to ensure more complaints are dealt with informally, with less formal complaints.</p> <p>4.3: We would expect to see a decrease in complaints relating to protected characteristics and an improvement in the questions relating to bullying and harassment in the 'working life at Cranfield survey'.</p>	

			4.4: We would expect to see a decrease in complaints and racial tension amongst our student population.	
<b>5. Equality of opportunity in staff Learning &amp; Development</b>	<p>5.1 Ensure all staff learning &amp; development programmes and workshops have diversity embedded into them and that staff are made aware of their responsibilities under the legislation and University policies.</p> <p>5.2 Mental health development for Research Supervisors so they are better able to recognise the signs of mental illness in students.</p>	L&D	5.2: Greater understanding of mental health issues which would in turn lead to less students being referred to LSO's for support.	

<p><b>6. The campus environment (to enable all staff and students to actively participate in all aspects of University life)</b></p>	<p>6.1 Ensure reasonable action is taken to remove barriers to accessibility, particularly in relation to access to services, information and buildings. 6.2 Support staff and students according to their individual needs.</p>	<p>Director of Estates</p>	<p>6.1: If the campus environment was made more accessible we would attract more disabled students and staff and comply with Equality legislation.</p>	
<p><b>7. Staff and student satisfaction surveys</b></p>	<p>7.1 Monitor responses by protected characteristics and cut data by each characteristic if possible to ensure all staff feel they are being treated equitably.</p>	<p>HR&amp;D/Academic Services</p>	<p>7.1: We would expect minimal variance in response from different protected characteristics.</p>	