

# **KEELE UNIVERSITY EQUALITY AND DIVERSITY STRATEGY 2015-2020.**

## **INTRODUCTION.**

The University's core mission and Strategic Plan are strongly underpinned by the University's core values as a diverse, inclusive and professional academic community that respects individuals and enables them to strive for success in order to contribute positively and sustainably to the local region, wider society and the national economy. In supporting these values, the University is committed to:

- Encouraging the integration of equality into the structures, behaviours and culture of the University.
- Providing a means of demonstrating how, in carrying out its functions, the University is promoting equality.
- Encouraging everyone to take responsibility for equality and diversity.
- Mainstreaming as a more effective use of resources in the delivery of the equality and diversity agenda, and is part of a long term, sustainable approach

### **Equality Act (2010) and the public sector equality duty (PSED)**

As part of the University's obligations under the Equality Act (2010) and the Public Sector Equality Duty (PSED), the University is required to demonstrate, in the exercise of its functions, due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other acts prohibited by the Equality Act (2010)
- Advance equality of opportunity between those who share a protected characteristic and those who do not
- Foster good relations between those who share a protected characteristic and those who do not

## **OVERARCHING AIMS.**

In supporting the principles of mainstreaming and meeting all legislative duties in ensuring we enact our commitment to equality and diversity and the institutional values these commitments represent, the following key aims have been identified:

### **Inclusive leadership and decision making at all levels of the organisation.**

The University will proactively mainstream equality and diversity into all areas of decision making, leadership development, committee representation and policy review.

### **Understanding Keele communities and providing support for their needs.**

The University will respond to the challenges presented by robust equality monitoring and deliver sustainable actions to meet the challenges faced.

### **Accessible and inclusive campus.**

The University will take all practical steps to ensure that the campus is accessible and inclusive for all.

### **Progressive, informed, diverse and supported workforce.**

The University will take steps to ensure representation across all groups and to provide relevant training and support across these groups.

### **Inclusive student experience/student lifecycle.**

The University will ensure that a high quality student experience will remain at the heart of Keele's key priorities, ensuring a positive experience for all students, regardless of personal characteristics or background.

**STRATEGIC OBJECTIVE:** To support the rights, responsibilities, dignity, health and wellbeing of staff and students through our commitment to equality and diversity.

**STRATEGIC DEVELOPMENT FRAMEWORK**

**Inclusive leadership and decision making at all levels of the organisation.**

- Mainstream equality and diversity into the University's formal decision making processes.
- Mainstream equality in leadership development
- Work to address under-representation in decision making bodies
- Continue to refine, improve and mainstream the process of conducting equality impact assessments (EIAs)

**Understanding Keele Communities and providing support for their needs.**

- Respond to any challenges that equality and diversity monitoring data identifies and translate into meaningful action plans.
- Support the needs of staff and students from protected groups.
- Support and strengthen staff and student networks in order to provide an environment for mutual support and draw on people's experiences and concerns in order to inform further planning.

**Accessible and Inclusive Campus**

- Provide for the inclusion of all groups in the structure and organisation of campus facilities and in all key policy frameworks.
- Act to support age diversity
- Foster good relations by enhancing and supporting multi faith and inter faith activities.
- Continue, where possible, to improve the existing physical access of campus, and ensure that access is considered in all new developments and future renovations.

**Progressive, informed, diverse and supported workforce.**

- Develop and strengthen the links between the equality and wellbeing agendas.
- Realise our ambition of progressing through the Athena SWAN/GEM charter(s).
- Promote the University as an employer of choice.
- Consider appropriate and proportionate use of a range of positive action measures to address any inequality in our staff profile, or barriers to progression.
- Design and develop appropriate professional development and training interventions to support equality and inclusion.

**Inclusive student experience/student lifecycle**

- Mainstream equality and diversity into the University curriculum, promoting the additional benefit for Keele graduates.
- Provide tailored support to students appropriate to their needs – from learning styles to support provision
- Continue to develop pre-arrival and induction events for specific student groups.
- Work proactively through widening participation and outreach programmes to promote the University as an institution of choice for historically under-represented groups.
- Build on existing work to support the induction, ongoing support and inclusion of international and transnational students.