

2020-2021 Staff Diversity and Inclusion Objectives and Action Plan

The 2020 – 21 Staff Diversity and Inclusion Action Plan is aimed at supporting delivery of the strategic priorities and Key Performance Indicators that are outlined in the People Strategy.

People Strategy aims (2020-2025)	2020 Action	KPI	Owner	Deadline
Demonstrate that diversity and inclusion will enhance the core purposes of the University; to create exceptional teaching and research, develop the highest level of student experience, impact positively on student attainment and have a significant impact on the wider University community.	Dissected March 2020 pulse survey data/views in relation to diversity and inclusion and create an action plan to address the issues raised. Any identified actions will be added to this action plan.	Increase in the number of staff with protected characteristics stating they agree with the following questions in the Staff Pulse Survey in April 2021 <ul style="list-style-type: none"> - I feel valued at work - St Mary's values people equally regardless of their: <ul style="list-style-type: none"> a. Disability b. Ethnicity (BAME) c. Gender identity (transgender) (LGBTQ) d. Gender/sex (Women) e. Religion or beliefs (Faith) f. Sexual orientation (LGBTQ) 	Director of HR	Action plan to be in place by 1/6/2020 Improvement in Pulse survey scores April 2021
	Develop an Equality Impact Assessment (EIA) form to test the impact on equality of new processes & procedures.	Inclusion of a completed EIA forms in all revised policies/documents as they are renewed	HR	June 2020
	To increase diversity of the staff population which will enrich our community further.	Increase in the % of staff declaring themselves as being/having by 1% from 2019	University managers	April 2021

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		figures: <ul style="list-style-type: none"> • LGBTQ (2019 5%) Target 6% • BAME (2019 18%) Target 19% • Disability (2019 6%) Target 7% 		
	Despite the non-disclosure rate for disability the University should continue to find ways to reduce the disability non-disclosure rate and monitor levels of staff declaring a disability	2019 non-declaration – 54% Target – 40%	HR	April 2021
Engage leaders and managers to challenge the status quo and embrace transformational ideas around how we recruit and promote diversity; enabling them to set ambitious goals that have resonance with the contexts within which their staff work	Produce faculty/service level data packs that enable monitoring of diversity across each area and the University as a whole.	Increase our academic BAME workforce Target 10.81%	HR	April 2021
	Apply an Equality Impact Assessment to the Making and Difference award, once it is implemented again. Analyse trends and enable necessary corrective action where imbalances become evident on the payments made to males and females. Some progress	Equality of payments made to males and females	Rewards & Benefits Manager	October 2020

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	has already been made by reducing the top limit from £200 to £100			
Drive through a programme of cultural awareness training to ensure all staff better support the growing number of international students and role model how to promote and celebrate diversity.	A programme of cultural awareness training to be implemented to ensure all staff better support the growing number of international students and role model how to promote and celebrate diversity.	95% of staff to be trained	Head of OD	April 2021
Create a framework for developing and driving forward the diversity and inclusion agenda at St Mary's and ensuring staff are encouraged to support and contribute to network activities	Ensure the D&I Staff Group continues to operate successfully and supports delivery of the actions within this action plan	Delivery of 6 weekly meetings with good attendance	Director of HR	Complete
	Develop D&I activities/initiatives that support delivery of the D&I agenda that are promoted through the University Calendar	D&I Activity for each of the Staff Network Groups is included in the University Calendar at the beginning of the academic year	D&I Staff Network Group Leads	September 2020
	Develop the Flexible Working Policy offering greater flexible working opportunities for staff	An increase in the number of staff stating they 'Agree' with the following Staff Pulse Survey Question –	Carers Group	October 2020 for policy April 2021 for improved Staff

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		"I can approach my line manager to talk about flexible working"		Pulse Survey Score
Ensure that diversity and inclusion is at the heart of all we do by reviewing our governance, committee and meeting representation and ensuring diverse panels are in place to enable fair and open decision making.	Develop guidance for StaffNet on diverse decision making, which encourages the review and continuous monitoring of the make-up of staff at meetings and panels to ensure representation is from a diverse group of staff	Guidance is available on StaffNet Increase in our academic BAME workforce Target 10.81%	Director of HR HR/University managers	December 2020 April 2021
Encourage our leaders commit to supporting and championing our six Diversity and Inclusion Staff Networks and to ensure behaviours and language are inclusive and positive.	Senior leaders to join one of the staff network groups to drive the groups agenda forward and to champion the work they do through regular feedback through UOB	Increase in the number of staff with protected characteristics stating they agreeing with the following question in the Staff Pulse Survey in April 2021 - St Mary's Senior Management Team are focused on meeting the needs of staff	D&I Network Group Leads	Improvement in Pulse survey scores April 2021
Increase the number of women in leadership roles	50% of applications for academic promotions should be from women	Reduce the mean Gender Pay Gap (GPG) from the 2019 figure of 17.89% to 14.7% (UCEA institutional GPG for 2019 based on 108 HEI's in England) in the 2020 reporting.	Women's Network Group	January 2021
	Work to develop career pathways for non-academic job families with a focus on Campus Services and		HR	January 2021

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	administrative roles should be prioritised as part of the Strategic Workforce planning projects - due for completion in June 2020.			
	Analyse and monitor the gender pay gap in line with the Government legislation.		Head of OD	April 2021
	Continue to offer the Women's development programmes - Springboard and Aurora.		OD	March 2021
Achieve the Athena Swan Bronze Award	There should be a whole-university approach to support and drive forward the submission of the application for the Athena Swan Bronze award. Co-chairs of the Self-Assessment Team (SAT) to report progress to all committees as required. Ruth Kelly to update the senior leadership team on progress and support the SAT to remove any barriers to achieving the award.		Senior leadership team	Submit an application in November 2021