



St Mary's
University
Twickenham
London

St Mary's University Equality & Inclusion Objectives 2016-2020

St Mary's University is fully committed to creating an inclusive culture by promoting equality of opportunity and respecting difference amongst its staff, students and other stakeholders. The University has a long tradition of widening access to education for all, while fostering respect and mutual tolerance in society as a whole, in line with its mission and Catholic identity. Our equality, diversity and inclusion ambitions are complemented by the contemporary theological reflection recognising that each human being is unique and valued.

We are proud that our University is a richly diverse community, where we draw on the talents of all our staff and students to create a culture of mutual respect and recognition, where we embrace and share new perspectives and where we believe in the power of education to transform lives. At St Mary's we understand that our continued success is dependent on the contributions of every member of our community and it is this collective spirit which makes us unique.

We aspire to go beyond our legal obligations and have looked to our Catholic ethos and our core values for inspiration when articulating our Equality & Inclusion Objectives. In particular our core value of Inclusiveness, which is integral to our Vision 2025, is at the heart of our approach to these Objectives.

Jo Blunden
Senior Director of People

October 2016

Objective	Purpose	Key Projects	KPIs	Lead Services	Expected Completion Date
Data					
1 Increase declaration rates for all protected characteristics	To ensure all equality and diversity work is properly evidenced.	Run an internal campaign encouraging disclosure.	Disclosure rates increased by 10%	Human Resources/Registry	5% increase by 2017
		Strengthen our EDI presence on our external website and encourage candidates to disclose information during the recruitment and application/enrolment processes.			10% increase by 2018
2 Enhance equality reporting	To ensure better insight into the equality and diversity matters to inform our work.	Undertake a review of staff and student data to identify trends, gaps, challenges and actions required benchmarking results against suitable benchmarks where available.	Enhanced reporting on key trends and issues.	Human Resources/Registry	2016/17 and then annually
		Analyse and monitor the gender pay gap in line with the Government legislation.	Published Gender Pay report on website with action plan.	Human Resources	Annually
		Analyse student survey's (NSS & UKES) to better understand perceptions and views of different groups of students on their experience of studying at the University.	Updated targeted action plan.	Learning & Teaching	Annually based on Survey results.

Objective	Purpose	Key Projects	KPIs	Lead Services	Expected Completion Date
		Undertake a staff survey that captures the perceptions and views of different groups of staff on their experience of working at the University.	Updated targeted action plan.	Human Resources	Survey undertaken in 2017/18 and action plan following this.
Policy					
3 Review our Equality & Inclusion Policies and Action Plans	To ensure our Policy and Action plans are fit for purpose and aligned to the new Corporate Plan 2016-2025, refreshed University values and meet our obligations under Equality Act 2010.	Develop a new, refreshed data led Equality & Inclusion Policy and Action Plan.	Policy and action plan agreed by SMT.	Human Resources/ Registry/ Student Services	2017
		Review and enhance the Equality Impact Assessment process.	Clear procedure and process understood by policy authors and Committee Chairs.	Human Resources/ Registry	
Awareness					
4 Enhance skills and understanding of Equality & Inclusion issues through training and development	To encourage an inclusive and non-discriminatory culture within the place of work and study with the intention of fostering good relations.	Roll-out Equality and Diversity E-Learning to all staff.	95% staff population completed EDI e-learning modules or face to face training.	Organisational Development	70% by 2017 85% by 2018 95% by 2019
		Further develop the St Mary's Values to include behaviour statements that reflect the University's inclusive ethos.	Agreed key statements for each Value.	Senior Director of People	2016/17

Objective	Purpose	Key Projects	KPIs	Lead Services	Expected Completion Date
		Continue working with the SU and Student Services to provide adequate training and development opportunities to students.	Collective approach to Equality & Inclusion training with St Mary's values underpinning this.	Organisational Development/ SU/Student Services	ongoing
5 Enhance inclusivity of staff and student recruitment practices	To increase diversity of the student and staff population which will enrich our community further.	Review staff and students attraction and recruitment practices to ensure they are more inclusive of all people regardless of protected characteristics.	Increase in the % of staff and students declaring themselves as being/having: <ul style="list-style-type: none"> • Male • LGBT • BME • Disability 	Human Resources/ Registry	Completion of review of practices by 2017/18. Impact on KPI for year later.
		Contextualise inclusivity within our University on Equality and Inclusion pages of the University's website.		Senior Director of People	2016/17
6 Increase and promote activity to recognise equality and inclusion within our community	To show our commitment to creating an inclusive culture through obtaining relevant industry recognition for our Inclusive practices.	Investigate ECU's Bronze Race Equality Charter and Athena Swan Charter criteria creating a clear action plan for Senior Management consideration and support.	Action Plan agreed and project initiated.	Human Resources	2016/17

Objective	Purpose	Key Projects	KPIs	Lead Services	Expected Completion Date
Accessibility					
7 Improve accessibility on campus	To ensure that accessibility and mobility on campus is improved for all.	Undertake a review of accessibility within the Campus making recommended changes to increase accessibility.	Outcome dependent on review but likely to include increase in; step free access, Accessible Toilets, Baby changing & breastfeeding facilities, accessible multi faith space.	Student Services/ Estates and Facilities	2019/20
		Estates Masterplan to reference and be mindful of accessibility needs of staff, students and visitors.	Any new buildings or refurbishment projects maximise accessibility wherever possible.	Estates & Master Planners	
8 Enhance accessibility and inclusivity of the curriculum	To offer students fair and equal access to their studies.	Enable accessible learning through provision of lecture capture, electronic handouts and study skills sessions.	Increased retention of students.	Teaching and Learning	2017
		Develop Fitness to Study Policy, to outline St Mary's commitment to enable students' full participation in their studies.	Policy approved by relevant committee.	Student Services/Registry	2017