

Appendix 3 Involvement and Consultation

The Scheme and Action Plan have been drawn up with the involvement of and consultation with a variety of different groups. These groups will also be used to regularly review changes to the Scheme and Action Plan.

All areas

1. The University's Equality Committee and Equality Advisory Group draws on a wide range of expertise in all the areas covered by this Scheme.
2. We use staff surveys and consult the Trade Unions.
3. We draw upon the expertise of key departments

Race

4. We consult with staff and students through forums, external stakeholders and the Equality Committee and Equality Advisory Group.

Disability

5. We have collaborated with our Dyslexia and Disabilities Unit to involve and consult our disabled students and students with dyslexia
6. We have involved and consulted with the Disabled Staff network
7. We have involved and consulted external groups including Kingston Centre for Independent

Gender

8. We have conducted a literature review and consulted with University experts, drawing upon the range of existing consultation that has shaped the context for gender equality
9. We hold forum's to consult staff and students on gender issues

Sexual Orientation

10. We collaborate with Kingston University's Student Union to consult with lesbian, gay men, bi-sexuals and trans-gender students
11. We consult with lesbian, gay, bi-sexuals and trans-gender staff through forums

Religion or Belief

12. We consult with our Religion and Faith Advisory Group who represent the major religions and faiths in the University and include representatives from local faith groups

Age

13. An internal review of our HR policies for compliance with Employment Equality (Age) was conducted

Other

14. Institutional research on student composition, retention, progression, achievement and employment is conducted annually and circulated to faculties for action