

Key	New action for Equality Committee to consider	Progressing as planned	Completed	Concern

1.0 Raising awareness of diversity among our staff and students to develop practices which promote respect and foster a culture of inclusivity

Action	Reason for Action	Accountability	Timescales	Success measures/ KPI	Equality strand	Progress/Comments
1.1 Agree a portfolio of activities to raise awareness of equality, celebrate diversity and promote respect within the University.	To improve the experience of our students, staff and visitors To promote good relations between different student and staff groups as part of our general duties	Deputy Vice Chancellor	Portfolio of activities agreed by Jan 10	More visible information about E&D Awareness raising programme agreed and in place More celebrations take place Uptake of training and events	ALL	Equality and diversity training is : <ul style="list-style-type: none"> • integral to the new Leadership and Management Programme • part of recruitment and selection training workshops • an area and assessment in the PG certificate in Teaching and Learning It will be: <ul style="list-style-type: none"> • offered as a stand-alone session. A pilot will be agreed with KUSCO by end Nov 2009
1.2 Research and update internal and external equality websites (staff and student)	To provide information to our staff, students and visitors. To publish monitoring reports as part of our specific duties	Head of Equality	Jan 2010	Website launched Users consulted Positive feedback	ALL Publish Race, Disability and Gender monitoring	Updates and cases studies will be added regularly Launch decision to be made in the Summer Term.

Appendix 1

Single Equality Action Plan as at February 2010

EG /5a(ii)

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qualitative staff management information	staff to take action to improve their experience Part of our General and Specific Duties	Resources	Staff Survey March 2010	A variety of methods used to obtain staff feedback		
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3.0 Encourage the participation, attainment and progression of under-represented groups

3.1. Students

Action	Reason for Action	Accountability	Timescales	Success measures/ Key Performance Indicator (KPI)	Equality strand	Progress/Comments
3.1.1 Agree plan for investigating differences in student attainment	Identified in Annual Equality Report 07/08 (institutional screening for equality impact assessment) Part of our Specific duties	Director of Academic Development	To be confirmed	Plan devised – submit to Equality Committee	Race	
3.1.2 Agree annual priorities from the Widening Participation Strategic Assessment	Government directive	Director of Academic Development	Annual progress report in Nov	See section 2.2 of WPSA	Race, Disability, Gender, Age, Socio-Ec groups	
3.2.4 Review Disability equality provision for students	Legislative requirement	Director of Student Services and Administration	Dec 09	Students involved in the review of the provision Provision updated and available	Disability	Action Plan to be agreed by Equality Committee March 10

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		and Head of Equality		KPIs to be agreed		
3.2.5 Review Gender equality for students	Legislative requirement	Head of Equality	April 10	Students involved in the review of Gender Equality KPIs to be agreed	Gender	Action Plan to be agreed by Equality Committee

3.2. Staff

Action	Reason for Action	Accountability	Timescales	Success measures/ Key Performance Indicator (KPI)	Equality strand	Progress/Comments
3.2.1 Evaluation of selection decisions – review a sample of vacancies	Identified in the annual Report 07/08 (institutional screening – part of equality impact assessment) Part of our Specific Duties	Director of Human Resources	August 09	Review completed. Actions identified	Race, Gender, Disability and age	Completed – recommendations to be agreed Oct 09 Action Plan to Equality Committee Chair Nov 09 Paper to Executive Committee Nov 09
3.2.2 Introduce provision for monitoring of religion or belief and sexual orientation for staff and applicants	To monitor movement in representation from these equality groups.	Director of Human Resources	June 2010	Monitoring introduced and reported on.	Sexual orientation Religion or belief	New monitoring form designed and will be part of the new recruitment system Current staff will be sent information about new areas and asked to update their records using the 'Yourself' facility in the HR system.
3.2.3 Review	Legislative	Head of	Dec 09	Staff involved in the	Disability	

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disability equality provision for staff	requirement	Equality		review of the provision Provision updated and available KPIs to be agreed		
3.2.4 Review Gender equality for staff	Legislative requirement	Head of Equality	April 10	Staff involved in the review of Gender equality KPIs to be agreed	Gender	Action Plan to be agreed by Equality Committee