

Student equality objective 2:

To increase the proportion of undergraduate students from black and minority ethnic (BME) groups obtaining graduate employment

Our measure	Increase the proportion of undergraduate students from BME groups obtaining graduate employment within six months of graduation from 77.2% to 81.2% by 2016 ¹
Why we chose this objective	<p>The objective and our measure Across the sector and at Kingston, securing employment remains more difficult for Black, Asian and minority ethnic people, disabled people and women in the fields of science, technology, mathematics and the built environment.</p> <p>In Kingston University's Equality Annual Report 2012, 55.8% of white leavers were in full-time paid work (including self-employed) six months after leaving, compared with 39.4% of Black, Asian and minority ethnic leavers.</p> <p>According to the Equality Challenge Unit statistical report for the sector 54.7% of white leavers were in full-time paid work (including self-employed) six months after leaving, compared with 44.4% of BME leavers.</p> <p>Our new University Strategy We have a new University strategic plan entitled 'Led by Learning' which is ambitious in the promise it makes to all our students irrespective of background.</p> <p>Legal requirement The Public Sector, Specific Equality Duty requires us to set specific and measurable equality objectives by 6th April 2012 for the 4 year period to 2016.</p>
Challenges we face	<p>Ethnicity and employment is a complex issue and includes factors that are beyond the control of the University.</p> <p>There is a high level of unemployment.</p> <p>There is anecdotal evidence that suggests many of our students work</p>

¹ This target has been agreed as part of the University's Access Agreement

	<p>while they are studying. These students will find it comparatively harder to gain the extra-curricular CV building activities.</p>
<p>Recent progress we have made</p>	<p>We have expanded our employment related BME student mentoring schemes.</p>
<p>Our approach</p>	<p>There is significant funding that will help to support this objective (Widening Participation Strategic Assessment Employability Scheme).</p> <p>Our new employability coordinators are linked to faculties and will work with them on the best way to engage and advise their students about the world of work. The coordinators will also engage with a target number of employers.</p>
<p>Overseeing committee</p>	<p>Equality Committee – Chair David Mackintosh, Deputy Vice Chancellor reporting to the Senior Management Team</p>