

University of Bath

Statement of Equality Objectives (SEO) 2016-2018 – revised (May 2017)

This document sets out the University's strategic objectives for equality and diversity for this three year period from January 2016. Some objectives are a progression of those set out in the period up to 2015. Others are new because the University seeks continually to reappraise how it can be most effective in its impact on equality, diversity and inclusion and the elimination of harassment and discrimination.

This SEO will be monitored regularly and results will be reported to the Equality and Diversity Committee. A summary of the progress made in this SEO will be included in an annual report which will be presented to University Council.

The purpose of setting and publishing SMART objectives is to strengthen and demonstrate our stance on the general duty contained in the Equality Act 2010. These objectives focus on some of the equality-related challenges we face and provide transparent evidence of our aspirations and priorities.

Number	Objective	Prot Charac	Success Measure	Action	Start date End date	Responsibility
1	Increase to 18% in the proportion of women professors, taking steps at all levels to attract, retain and promote able women academics	Sex (Gender)/ Gender reassignment	Increase to 18% in the proportion of women professors	1. Successfully pursue all Athena SWAN actions relevant to this objective	2016 2018	USAT Deans HoDs
				2. Further develop effective methods (primarily within academic departments) to improve gender equality in recruitment, retention and promotion.	2016 2018	Deans HoDs
				3. Collect and analyse recruitment, promotion and turnover data on an annual basis to report to Deans to review departments' efforts and take relevant action.	2016 2018	Deans HR OPP

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				4. Assess the effectiveness of actions taken and improve performance if there is no change 18 months into this action plan.	2016 2017	VCG
				5. Research into barriers to women Readers being promoted to Professors - including the use of focus groups.	2017 2018	OUS
2	Secure the University's reaccreditation for Athena SWAN (at least bronze level) in 2017 and support all STEMM departments to achieve and maintain awards by 2018, secure at least one departmental silver award, improving the outcomes for women academics	Sex (Gender)/ Gender reassignment	The university-wide award reaccredited. All STEMM and AHSSBL ¹ departments apply for or work towards applying for awards by 2018	1. Encourage all STEMM and AHSSBL academic departments to embed the ECU Gender Charter principles.	2017 2018	Deans HoDs
				2. Assist departments to achieve awards	2017 2018	OUS
				3. Support academic departments to maintain their action plans following successful outcome	2016 2018	OUS

¹Arts, humanities, social sciences, business and law (AHSSBL),

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				of their submission.		
3	Achieve a year-on-year reduction in the attainment gap for under-represented students	Race Disability	BAME/ disabled student attainment improves and comparable with students from non-BAME/ non-disabled groups.	1. Successfully pursue actions identified.	2016 2018	Degree Attainment Group/ ULTQC
				2. Regularly review what actions will achieve objectives.	2016 2018	Degree Attainment Group
4	Improve provision for disabled students by way of enhanced physical access and more inclusive teaching practices	Disability	More disabled students report that they have benefitted from better accessibility on University premises. Year-on-year increase in academic staff completing online inclusive practices training programme.	1. Conduct an access audit and recommend where improvements to physical access should be made.	2016	Access Audit Working Group
				2. Agreement, funding and implementation of recommended actions.	2016 2018	Access Audit Working Group Estates
				3. Ensure appropriate communication of accessibility and measure improvement in awareness.	2017 2018	Estates OUS
				4. Ensure a more inclusive experience for students.	2016 2018	Centre for Learning and Teaching

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Number	Objective	Prot Charac	Success Measure	Action	Start date End date	Responsibility
				Identify and share good practice in inclusive education. Promote and secure good take-up of online inclusive practices training.		
5	Address and reduce the incidents at the University of harassment and bullying among students	Disability/Sex (Gender)/ Race/ Gender Reassignment/ Sexual orientation	1. Methods to deal with reporting and incidents agreed and made.	1. Work with the SU and University departments to address incidents and improve communication on this issue.	2015 2018	SU OUS
			2. Students report greater awareness of zero tolerance of such incidents.			
			3. Repeat of SU survey reflecting reduced incidents.			
			4. Revised Dignity and Respect policy and procedures implemented	2. Review the Dignity and Respect policy, consult and communicate the updated policy and associated procedures.	Oct 2015 May 2016	Dignity and Respect WG
6	Deliver the targets in the Access agreement to increase the proportion of home	Age/ Disability/ Race/ Sex/Gender	Year-on-year improvement in results towards achievement of	1. Action detailed in the WPO action plan	Oct 2015	RAO
				2. Review	2016	RAO

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	students from lower Socio-Economic Classifications (SECs) and Low Participation Neighbourhoods.	Reassignment	targets.	achievements and adjust actions if required	2018	
				3. Report results of achievements on an annual basis to EDC	2016 2018	RAO
7	Secure enhanced equality and diversity engagement across departments.	Age/ Disability/ Gender reassignment Pregnancy and maternity/ Race/ Religion or belief/ Sex/ Sexual orientation	Increased attendance by those who do not normally attend equality and diversity events.	1. Monitor attendance to ascertain unique attendees at each event). Aim for 10% increase of these year-on-year.	2016 2018	OUS 50 th anniversary team
				2. Identify and communicate events to attract a wider attendance.	2016 2018	OUS
				3. Equality and Diversity Network used as an effective way of raising level of understanding of equality and diversity in departments.	2016 2018	OUS EDN Chair
				4. Use social media to communicate with those under 30.	2016 2018	OUS
				5. Secure additional engagement with those of other faiths	2016 2018	OUS

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				sensitively		
8	Foster greater awareness of those with a religion	Religion	2 events per academic year leading to increased awareness of world religions throughout the year.	<ol style="list-style-type: none"> 1. Form a Coordinating Group in mid-2017 to monitor and agree the direction of any relevant actions that need to be taken consisting of:- <ol style="list-style-type: none"> i. SU ii. OUS iii. Student Services iv. Chaplaincy v. A representative from at least 2 non-Christian faith groups 2. Provide events for those who hold a religion - at least 2 per year. 3. Develop and publicise a calendar of religious observances of world religions throughout the year working in collaboration with relevant staff & SU. 	2017/2018	OUS HR SU Student Servs Chaplaincy

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Number	Objective	Prot Charac	Success Measure	Action	Start date End date	Responsibility
9	Analyse, develop and implement actions to further Race Equality	Race	Develop and implement at least 3 projects (in addition to the DAG) which provide more insight into race equality outcomes for staff and students	1. Investigate and act on BAME admissions differentials 2. Strengthen BAME student employability 3. Investigate and act on BAME numbers in the professoriate and senior management 4. Consider whether RECM is appropriate for the University 5. Report all findings to EDC	2017 ongoing	Recruitment & Admissions Recruitment and Admissions with Careers HR OUS

Abbreviations:

USAT	Athena SWAN University self-assessment team
OPP	Office of Policy and Planning
VCG	Vice-Chancellor's Group
OUS	Office of the University Secretary
SU	Students' Union
WPO	Widening Participation Office
EDN	Equality and Diversity Network
EDC	Equality and Diversity Committee
ECU	Equality Challenge Unit
RAO	Recruitment and Admissions Office
ULTQC	University Learning, Teaching and Quality Committee