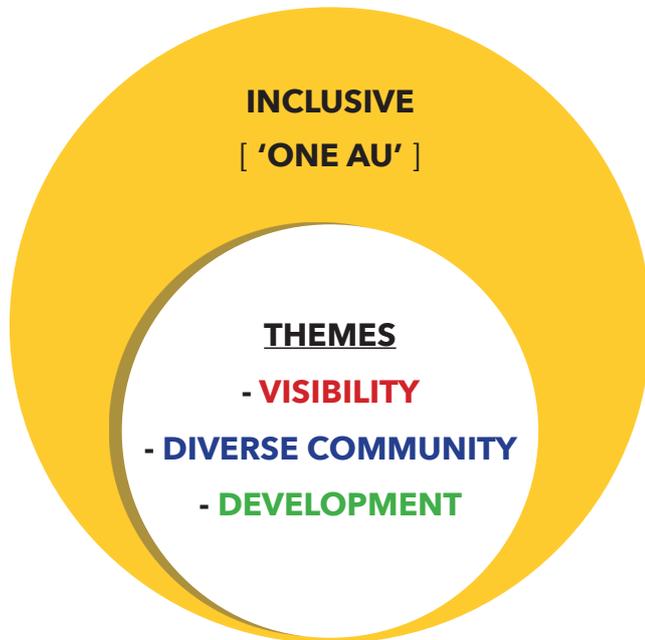


AU Strategic Equality Plan

2020-2024

“We believe that creating an inclusive environment means providing everyone, no matter who they are, with equal access to opportunities, and removing cultural barriers in the form of discrimination and intolerance”



People and Organisational Development Strategy 2020-2023

Inclusive ('One AU'):

- Working together and welcoming everyone
- Respecting and appreciating everyone for their contribution to the University irrespective of role or level
- A strong customer service ethos to everyone

Purpose and Aims

Our purpose is to foster an inclusive learning and working community which is free from discrimination, harassment and victimisation, and where all our staff and our learners are supported, feel respected and can realise their potential. In doing so, equality, diversity and inclusion initiatives should support our wider strategic priorities of:

- Student Recruitment
- Student Experience and Retention
- Research Excellence and Impact (inc REF)
- Financial Sustainability

Our aim is to ensure we have a culture of openness and respect in which barriers to employment and learning are identified and removed. We want our students and staff to feel safe and valued, and to achieve their full potential for the benefit of the individual, the organisation and wider society. It is the responsibility of all colleagues to act with inclusivity in all work practices, ensure they are up to date with relevant equalities training and actively support diversity initiatives.

Evidence base

Our evidence base tells us that we are under-represented particularly in the areas of **gender equality of our senior academics, and ethnicity across our student and staff body**. These will form the focus of this Plan. The objectives and actions for this strategy have been formulated through:

- Consultation meetings with key staff members and stakeholders
- Comprehensive equalities data analysis in relation to our staff and students
- An analysis of staff equalities data in relation to the Sustainability Implementation Plan 2016-2020
- Institutional Athena Swan Bronze award action plan
- Advance HE's 'EDI in the curriculum' project with AU
- The 'Is Our University Too White?' report written by AU colleagues in October 2019

Objectives 2020-2024:

This strategic Equality Plan has five strands with actions against each outlined below:

Strand	Action
1. Awareness raising and senior 'buy in' (=VISIBILITY)	Develop a 'know your staff, know your students' campaign to take place annually in line with equalities reporting which will raise awareness of EDI in all its forms. Encourage and expect senior managers to act as mentors in equality, diversity, and inclusion. Ensure that equality, diversity, and inclusion are standing items on key University committees
2. Diversify the staff and student body (=DIVERSE COMMUNITY)	Develop a suite of positive action initiatives and targeted marketing initiatives to increase representation and diversify staff and student body
3. Ensure equality in processes (=VISIBILITY and DIVERSE COMMUNITY)	Monitor and review processes, management models, promotions, terms and conditions to ensure they are fair, transparent and that all staff are treated equitably
4. Training and mentoring (=DEVELOPMENT)	Develop a comprehensive training programme on equalities issues to all staff members at AU Develop mentoring programmes for staff members belonging to minority groups
5. Closing staff pay and student attainment gaps (=DEVELOPMENT and DIVERSE COMMUNITY)	Monitor our staff pay and student attainment gaps relating to various minority groups annually, and ensure that a set of actions are devised to work on closing staff pay and student attainment gaps

These priority actions will be reviewed annually

This document can be made available in a range of formats, e.g. hard copy, braille, large print, etc. Should you or someone you know require this in an alternative format, please contact Ruth Fowler ruf@aber.ac.uk