

Annual Equality and Diversity Report

Annual Report for the Academic Year 2006 – 2007

Introduction

The Equality and Diversity agenda has developed and grown over the last few years. Since 2004 there has been an initial focus on awareness raising and policy development e.g. the Two Tick Disability Scheme and developing the Staff Equality and Diversity Co-ordinators, giving them a clear role. Consequently the profile now is far higher, internally and Loughborough University is become noted as a leader in the field externally, by other HEI's and statutory bodies.

The role of the Equality and Diversity Adviser is expanding to increasingly encompass scrutiny and monitoring, through the legal requirements of the three equality duties, race, disability and gender. This past year the work of the Equality and Diversity Adviser was concentrated over 9 months, yet a tremendous amount was achieved.

This report gives a snapshot of some of the work being carried out centrally by Personnel Services and in other key sections e.g. the Disability Additional Needs Service and Professional Development. This is not a comprehensive report of all the work being undertaken across the organisation.

Overall this report denotes a continuous and positive move forward for Loughborough adding value to its status as one of the UK's premier universities.

Job Evaluation – This process was finally completed in February 2007. This was carried out to ensure that the requirements of the Equal Pay Act are being met. Consequently the University has introduced the concept of job families to support the new pay structure. These are underpinned by the same job evaluation methodology. There are seven different job families:

- Administrative Services
- Management and Specialist
- Operational Services
- Research
- Research and Teaching
- Teaching and Scholarship
- Technical Services

Race Equality Impact Assessments – A presentation was given to the Executive management Group meeting in September, following this training sessions were carried out in November and March for 40 Equality & Diversity Co-ordinators and others. The Guidance Notes are on the Personnel Services website.

A number of assessments have now been completed and the reports of these are scrutinised by the Equalities And Diversity Sub Committee.

Disability Equality Scheme and Action Plan – The new DDA part V amendments came into effect in December 2005 requiring the University to publish a Scheme by December 2006. This sets out the priorities and some proposed actions to promote equality and to challenge discrimination on the basis of Disability in line with the Disability Equality Duty. It was compiled following work with focus groups and a survey of staff and students.

Gender Equality Scheme and Action Plan – This sets out the priorities and some proposed actions to promote equality between women and men and to challenge discrimination on the basis of gender, in line with the Gender Equality Duty. There was extensive publicity for this as staff and students were invited to attend Focus Groups and complete a survey. The scheme was published by the legal deadline in April 2007.

Equality & Diversity Monitoring Data - Figures are collected annually and published on the Personnel Services website. There were a number of gaps in this information and an exercise was carried out with staff, which increased this information by approximately three quarters.

Disabilities and Additional Needs Service, (DANS) - The service experienced an increasingly high level of demand and in the complexity of cases, continuing the trend of previous years. Service use has doubled since 2003.

Training has been offered to Departments on disability issues for students. Work is being carried out on the curriculum and accessibility in the School of Art and Design

Further details can be found in the DANS Annual report.

Equality & Diversity Training – Professional Development offer the mandatory course for all staff, which is now also available online.

Training has been carried out for the panel conducting the Research Assessment Exercise.

Bullying and Harassment Cases 2006 – The Panel now called “Confide” dealt with 26 cases during 2006.

During the last year the panel have also:

- Provided training to Wardens and Sub-Wardens on the issue of harassment.
- Provided lectures to all international students on pre-sessional courses on the issue of harassment.
- Produced guidance on how to deal with unwanted emails, in conjunction with Computing Services
- Produced guidance on how to support people who feel they are being bullied, in conjunction with the English Language Study Unit. (ELSU have been involved in cases of harassment and bullying against international students.)

EO Co-ordinators – All departments are invited to nominate an Equality and Diversity Co-ordinator and 32 are now in place. Their role encompasses all equality and diversity issues as set out in the Loughborough University Code of Practice. They are mainly involved in Equality and Diversity issues within their department offering advice and participating in monitoring for example the Race Equality Impact assessments.

Equality Staff Groups – These are now in place for Disability, Race, women, Religion/Belief and Lesbian, Gay, Bisexual and Trans staff.

New Policies – Three new policies have been agreed this year. These are on Age, Religion/Belief and Sexual Orientation.

Business Case for Equality and Diversity – This has been compiled and presented to the three academic faculties so far.

Promoting Equality – Events were held to raise issues during Black History Month and Lesbian, Gay, Bisexual and Trans History month. These events are open to staff, students and the general public.

The second edition of the University Diversity Newsletter was produced and is available on the Personnel Services website at:

Advice – Loughborough University is becoming noted for the quality of its work in this field. Regular enquires are being made by other Universities on issues ranging from Equal Pay to the Race Equality Impact Assessment process and the Gender Equality Scheme.

Lesley Mansell
Equality and Diversity Adviser
30th April 2007