

Annual Equality and Diversity Report

Annual Report for the Academic Year 2007– 2008

Introduction

This report gives a snapshot of some of the work being carried out centrally by Personnel Services. This is not a comprehensive report of all the work being undertaken across the organisation.

Each year it can be seen that there is a continuous and positive move forward for Loughborough adding value to its status as one of the UK's premier universities.

Race Equality Impact Assessments – Policies and practices continue to be assessed. A new corporate group is being set up to manage the impact assessment process and to promote, monitor and review the Equality Schemes for at least Race, Disability and Gender.

Disability Equality Scheme and Action Plan – The annual report, required under the legislation, was compiled and approved in December 2007. This sets out the main area covered in the previous 12 months. Work continues to be carried out across the University and further consultation is planned.

Disability Two Ticks Symbol – Job Centre Plus reviewed and updated the 5 commitments. They were impressed with the work carried out under this scheme. Information was distributed to Heads of Department and Sections about Two Ticks and Access to Work. The Two Ticks symbol is displayed on the Personnel Services website, the new recruitment web page, letterheads and compliment slips. Good practice disseminated through training sessions and focus groups.

Disability Good Communications Guide – Accessible Information paper devised and updated to include dyslexia. Consulted DANS, ESOL and Disability Staff Group.

Gender Equality Scheme, (GES) and Action Plan – Training was devised and presented on the GES. The annual report, required under the legislation, was compiled and approved in April 2008. This shows work on gender issues carried out over the previous 12 months. Improvements continue to the University high standard. Consultation was carried out in February 2008 when Focus Groups for staff and students were Chaired by Professor Chris Backhouse, Director of Internationalisation Strategy and Ellie Casey, Human Resources Manager, (imago). The outcome was that it was felt to be too short a time to notice any major change. However, it was felt that there had

been a shift in culture since the appointment of Professor Shirley Pearce as Vice Chancellor in 2006 and the new University Strategy, "Towards 2016."

Equal Pay Audit - This was carried out to monitor and review the impact of the Job Evaluation scheme. The audit did not show any significant discrepancies between women and men, no equal pay cases have been reported to Personnel Service and the trades unions have not reported any. However, further investigation is being carried out in one area, where there may be an issue in the future.

Equality & Diversity Monitoring Data - Figures are collected annually and published on the Personnel Services website.

Code of Practice - Transsexual People – This was drawn up in 2007 and outlines the legal framework. It aims to increase understanding and awareness on the employment of Trans people.

Equality and Diversity Co-ordinators training – There are 33 across departments and sections. Capacity building training was organised and 27 Co-ordinators booked to attend. The feedback from participants showed they found the training was excellent that it met their expectations, everything explained clearly and it was a good discussion forum to air equality issues.

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 – This has been designed and delivered on the Disability and Gender schemes and the Employment Regulations for Sexual Orientation and Religion or Belief Regulations. Separate training was carried out for staff in imago on these and included the Regulations on Age.

Disabilities & Additional Needs Service (DANS) staff have delivered training on relevant aspects of disabilities to Library staff

Professional Development organised a small scale 'executive coaching' pilot, run since Autumn 2007, which is still underway, this offers coaching to both female and male managers at various levels of their career.

Personnel Services Website – The whole of the Personnel Services website has been put into a new clearer format. Consequently, Equality and Diversity and Recruitment have separate links from the main page and these are more accessible and user friendly. The Equalities page currently highlights the Gender Equality Scheme and the Staff Equality Groups.

Bullying and Harassment – The Bullying and Harassment Panel, now called “Confide,” dealt with 24 cases during 2007. The panel have also:

- Recruited and trained 8 new members of the group.
- Held regular training sessions for all members of the group which included presentations from relevant staff within the University (e.g. DANS) and external organizations (e.g. the police).
- Conducted a review of harassment procedures with input from the unions and other departments such as the Counselling Service and Occupational Health.
- Sent out a questionnaire to all staff on their experiences of harassment and bullying.
- Designed and distributed new posters and contact cards to promote the service
- Continued to forge links with the students union.
- Began work on reviewing and updating the harassment website.

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.

Equality and Diversity Policies – An exercise has been carried out to bring together all the equality policies and codes of conduct into one uniform and consistent document. This will be added to the Personnel Services website and printed copies will be available.

University Diversity Newsletter - The Equality and Diversity Team have produced the third edition of the Diversity Newsletter, which sets out activities for the previous year and covers the 6 equality strands. Produced in Braille to meet a request made, with thanks to DANS.

Promoting Equality – Events are advertised on posters, leaflets and items are placed regularly on the University’s e notice boards. These are also distributed by the Equality and Diversity Co-ordinators who display them in their departments.

Disability Awareness raising event - Seminar with Prof Colin Barnes organised for staff, students and community.

Black History Month – This was again marked in November 2007, with a focus on the abolition of the Trans Atlantic Slave Trade, (1807 – 2007). The exhibition “The Long Road To Freedom”, was loaned by the Record Office for Leicestershire and Rutland.

Wolde Selassie gave a talk on the student Radio Station on what the Abolition Act meant. The Limehurst School Steel Band performed in the Edward Herbert Building.

Lesbian, Gay, Bisexual and Trans History Month – This was very successful with members of Leicestershire Police giving a presentation on Hate Crimes, how to recognise them and the need to report them. Peter Tatchell gave seminars which were well received and attended. Chloe Poems was unwell and unable to give a performance, it is hoped that she will be able to appear later in the year.

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

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30th April 2008