

Equality, Diversity and Inclusion Objectives

2021-2025

Objective 1

Our University is committed to enhancing opportunities so that, irrespective of background or subject area, our students and graduates have the chance to realise their full potential and make a real difference, helping to transform lives and the communities they serve.

This objective is grounded in our *Employability Strategy 2018–2023* supported by KPIs including those outlined in the *Access and Participation Plan 2021–2025*, supporting the overarching objectives.

KPIs

- To further reduce the continuation, attainment and progression gaps between White and BAME students and/or specific groups of students within the BAME community, in a context of further predicted growth of BAME students numbers with low entry tariffs between 2021 and 2025.
- To address the continuation gap between our growing mature student cohort and young students.
- To increase the participation of students with declared disabilities and reduce their continuation gap in comparison to students with no-known disability.
- To reduce the continuation and attainment gap for male students to a level closer to or below sector average.



Objective 2

Achieve a staffing and leadership profile which reflects the diverse communities we work with and serve.

This objective is stated in our overall University strategy, *Designing our Future 2017-2027*, and is supported by our existing operational targets for both the Professorial gender gap and our numbers of BAME staff: In addition to our KPIs below we will undertake policy and practice work to increase BAME representation at senior levels.

KPIs

- Improve the proportion of female Professors in our Professoriate

Baseline
31%

Mid point
37%

End point target
40%

Benchmark data from the *UCEA Higher Education Workforce Report 2019* states that 25.5% of Professorial jobs are held by women. ARU's baseline already shows a better gender balance compared to the rest of the sector. However, we are mindful of our overall staff demographic which is that 60% of our staff are female and we are working towards an increased proportion in our Professoriate.

- Increase the proportion of BAME staff in our total staff population

Baseline
11.6%

Mid point
12.5%

End point
14%

This remains a key KPI. Whilst our staff population is more diverse than the ethnicity of the local demographics in our two main campus locations our staff profile is not reflective of our more diverse student population. According to the most recent Chelmsford and Cambridge censuses, the cities' BAME populations are 3.9% and 7.9% respectively. According to our 17/18 HESA data 34.6% of our student population are BAME. In addition, the *UCEA Higher Education Workforce Report 2019* states that 13.7% of HE staff are from an ethnic minority background. This is broken down by 15.9% academic and 11.7% professional services staff. As at September 2019 our BAME staff numbers were 16.6% for academics and 7.2% for professional services colleagues. Our smaller numbers for professional services staff are likely to be the result of the diversity of the local population. However, we continue to work on improving BAME representation.



Objective 3

Review promotion and career paths to ensure they are aligned to the delivery of our Education Strategy as well as our commitment set out in our Athena Swan action plan. To uphold the principles of the Race Equality Charter.

This objective is derived from our Education and Research and Innovation Strategies.

Our Athena Swan action plan is a comprehensive document covering the issues and areas for improvement we identified when making our 2018 institutional submission. Our EDI Group and Athena Swan Committee continue to monitor achievements against these objectives and for the purposes of our overarching EDI objectives we have identified and selected two areas of focus:

KPIs

- Attainment of Disability Confident Leader Status by 2027.
- Improve the staff survey results for disabled staff by 2022 'I would recommend ARU as a good place to work'.

Baseline	Mid point	End point
68%	75%	90%

We have identified these KPIs based on our knowledge drawn from previous staff surveys which showed that disabled staff are less satisfied at work. We are focussed on improving career progression and opportunities for BAME staff and this will be included in our Race Equality Charter submission in 2022. We intend to publish our ethnicity and disabled staff pay gaps in 2021 alongside the statutory requirement to publish our gender pay gap figures.



Objective 4

We will enhance our already strong reputation as an inclusive and friendly university and increase the sense of belonging and pride in our institution and its mission.

Our People Strategy 2022 articulates our intentions to foster a strong sense of pride in ARU and our achievements with staff stating that ARU is a good place to work. We will keep focussed on our equality and diversity ambitions, increasingly focusing on integrated and instinctive inclusivity, incorporating and considering all nine of the protected characteristics set out in the *Equality Act 2010*.

This will be achieved by ensuring we have: high quality and diverse pool of candidates for all our roles; a staffing and leadership profile that better reflects the diverse communities we work with and serve; and a diverse and inclusive environment. These objectives will be included in our work on the *Race Equality Charter*.

We will know we are achieving our objective through advocacy, when our staff report that ARU is a good place to work as measured by our Staff Survey.

KPIs

- Staff feel proud to be part of ARU and it's achievements as measured by our Staff Survey 2020 and biennially thereafter.

Baseline
86%

Mid point
87%

End point
90%

- Achievement of Advance HE's Race Equality Charter award by the end of 2022



Approved by the Board of Governors October 2020

For further information about our EDI objectives please contact Rachael Cornwall or Alison Benham, HR Services.

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