Equality Outcomes 2017-2021

Our Commitment to Equality and Diversity

At the University of Strathclyde we value and celebrate the diversity that staff, students and visitors bring in terms of different life styles, experiences, knowledge, ideas, and cultural heritage.

We are committed to maintaining a rich and inspiring environment where everyone can reach their full potential. The University values and Strategic Plan underpin our commitment to be a leading international technological and socially progressive University. The Equality Outcomes extend on this by reflecting the University's priorities with regard to Equality and Diversity.

The Equality Outcomes 2017-2021 build upon the continuation of excellent progress we have made in recent years on equality and diversity such as promoting gender equality (attaining national Athena SWAN awards), new policies on the Dress Code and LGBT+, and hosting regular events to encourage dialogue. We are proud of our record of social inclusion, widening participation and creating opportunities for all people who can benefit.

Our approach is to go beyond our legal obligations, which includes equal pay, equality impact assessments and procurement, and extend our equalities work much further. The Equality Outcomes provides a framework for the next four years and set the pace, tone and manner in which we will collectively work together in enhancing our demonstrable commitment and progress on equality and diversity. These Equality Outcomes have been arrived at in consultation with our students, staff and external stakeholders. We value the contribution of 1593 respondents who provided invaluable feedback.

The Equality Outcomes Action Plan encompasses the protected characteristics as defined by the Equality Act 2010: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation.

We will review our Equality Outcomes and Action Plan on a biennial basis and work proactively to monitor progress. In implementing our Equality Outcomes, we intend to build on our previous achievements in equality of opportunity and to further enhance our diverse, fair and welcoming University community.

Professor Scott J MacGregor
Vice Principal

Equality Outcomes and Action Plan 2017-2021

Objective 1
Promote gender equality[1]

Equality Outcome
The University is committed to ensuring that people of all genders have the same opportunities in employment, access to learning, research, career development and promotions

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic[2]	Reference to Equality (Act 2010) Duty
1.1 Renew Institutional Athena SWAN award Consider intersectionality of other protected characteristics and gender	Submit application to renew institutional Bronze award – November 2017 Institutional Silver award application - 2020	EDO/ Athena SWAN Action Group	Executive Team/ HR	Sex	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups
1.2 Support all academic departments to make submissions for Athena SWAN departmental level awards and renew existing awards	All academic departments to have submitted for awards by November 2018 Dept renewal awards 2019-2021	EDO/ HoDs/ Executive Deans	HR	Sex	Eliminate discrimination

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[1] SFC Gender Action Plan and Guidance for the development of University Outcome Agreements: 2017-18 to 2019-20

[2] As defined within the Equality Act 2010, protected characteristics include: Age, Disability, Sex, Religion and Belief, Race, Sexual Orientation, Pregnancy and Maternity and Gender Reassignment, Marriage and Civil Partnership

Equality Outcomes and Action Plan 2017-2021

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Actions	**Key Milestones/ Timescale**	**Lead Responsibility**	**Other Stakeholders**	**Protected Characteristic**	**Reference to Equality (Act 2010) Duty**
1.3 Develop future female leaders	Centrally fund maximum number of staff participants annually on LFHE's Aurora programme annually 2018-2021 Strathclyde Leadership programmes Feedback and evaluation Mentoring Events/ Website	Gender Equality Steering Group/EDSC/ OSDU	EDO/ Depts/ Faculties	Sex	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination
1.4 Promote the University's Family Friendly Research Leave policy, which entitles academic staff to resourced sabbatical leave to re-engage with research following maternity or other relevant leave	High awareness and uptake of leave among eligible staff 2017-2018	HR	Gender Equality Steering Group/ Depts/ HoDs	Pregnancy & Maternity Sex	

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Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
1.5 Develop single University Gender Action Plan (GAP) which encompasses current and future staff and student gender equality actions and initiatives	Work towards the Scottish Funding Council's target for no subject to have a gender imbalance (within student population) of greater than 75% of one gender by 2030 2017-2021	Gender Equality Steering Group/ Strategy & Policy	EDO/ HR	Sex	Advance equality of opportunity between people with protected characteristics
1.6 Investigate barriers and support needs of trans students	Completion of the Trans.Edu Scotland project report

Production of a toolkit

Dissemination event in 2017 | EDO/ Widening Access | SEES | Trans status[3]

Sex | Foster good relations between diverse groups

Eliminate discrimination |
| 1.7 Investigate gender-based violence across Scotland's university campuses | Completion of the Equally Safe project

Production of a toolkit

Number of staff development events, and campaign events

Dissemination event in 2018 | ESHET | EDO/ HR/ USSA | Sex | |

[3] Strathclyde uses this inclusive term in place of Gender Reassignment as defined by the Equality Act 2010

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Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
1.8 The University identifies actions to reduce the gender-pay gap and occupational segregation	Professorial Zoning Family Friendly Research Leave and Mentoring Recruiting and developing future female leaders Implementation of Athena Swan actions 2017-2021	HR	EDO	Sex Disability Race	Eliminate discrimination

Equality Outcomes and Action Plan 2017-2021

Objective 2
Retention, Attainment and Employability[4]

Equality Outcome
With regard to student recruitment, retention, experience, completion and successful entry into the job market, continuously review practice and address imbalances affecting students from within or outwith protected characteristic groups (including carers, care leavers, looked-after and low socio-economic background)

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
2.1 Analyse data and trends on attainment	Production of student attainment report 2018 Action plan developed to address any gaps identified for different groups 2018 Identification of specific academic support and interventions to reduce attainment gap 2018-2020 Annual progress report to the	Strategy and Policy/ Education Enhancement/ Heads of academic Depts	EDSC	Sex Disability Race Age	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination
2.2 Analyse data and trends on retention	Production of student retention report 201 8 Action plan developed to address any gaps identified for different protected characteristics 2018-2020 Annual progress report to the Education	Strategy and Policy/ Education Enhancement/ Heads of academic Depts	EDSC	Sex Disability Race Age	

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[4] Creating a Fairer Scotland: Employability Support

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Objective 2
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With regard to student recruitment, retention, experience, completion and successful entry into the job market, continuously review practice and address imbalances affecting students from within or outwith protected characteristic groups (including carers, care leavers, looked-after and low socio-economic background)

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
2.3 Continue to analyse data and trends on Destination of Leavers in Higher Education Develop actions to address gaps	Production of DLHE annual monitoring report Action plan developed to address any gaps identified for different protected characteristics 2018-2021 Progress report to the Education Strategy Committee 2018-2021	Education Enhancement/ Careers Service	Heads of academic Depts	Age Disability Race Sex	Advance equality of opportunity between people with protected characteristics Eliminate discrimination

Equality Outcomes and Action Plan 2017-2021

Objective 3
Sustain and develop an inclusive campus community

Equality Outcome
Increase the visibility of equality initiatives, to raise awareness of issues and embed understanding and knowledge of students and staff

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
3.1 Introduce equalities e-module for students	Introduce module Establish roll out schedule Development of engagement and monitoring strategy Review completion trends 2017-2021	EDO	Education Enhancement/ Academic Depts/ Faculties	All protected characteristics	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination
3.2 Introduce e-module on disability equality for staff and students	Introduce module Establish roll out schedule Development of engagement and monitoring strategy Review completion trends 2017-2021	EDO	Disability Service/ Education Enhancement/ Academic Depts/	All protected characteristics	
3.3 Introduce e-module for staff on unconscious bias	Introduce module Establish roll out schedule Development of engagement and monitoring strategy Review completion trends 2017-2021	EDO	OSDU	All protected characteristics	

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Objective 3
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Increase the visibility of equality initiatives, to raise awareness of issues and embed understanding and knowledge of students and staff

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic[1]	Reference to Equality (Act 2010) Duty
3.4 Introduce e-module for staff on gender equality	Introduce module Establish roll out schedule Development of engagement and monitoring strategy Review completion trends 2017-2021	EDO	OSDU	All protected characteristics	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups
3.5 Facilitated training for HoDs on unconscious bias	Establish implementation schedule Monitor and review completion trends 2017-2018	EDO	Heads of Depts and Professional Services	All protected characteristics	Eliminate discrimination
3.6 Working with student clubs, societies, liberation groups to host events, seminars, campaigns, induction events and celebrating key international dates	Number of events Number of participants Feedback 2017-2021	EDO/ OSDU	ED Contacts/ USSA	All protected characteristics	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups
3.7 Promote the University and USSA *Report and Support* initiative	Respond to students and staff Monitor and evaluate respond Develop action plan Staff development sessions Number of participants Feedback 2017-2021	SEES/ USSA	Departments/ Faculties	All protected characteristics	Foster good relations between diverse groups Eliminate discrimination

Equality Outcomes and Action Plan 2017-2021

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Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
3.8 Promote the Equality and Diversity Contacts network	Launch event - 2017 Numbers of network meetings Numbers of staff development sessions on equality and diversity	EDO	HoDs	All protected characteristics	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination
3.9 Establish staff networks	Specific support networks for disabled staff, LGBT and BME staff - 2018 Number of meetings and events 2018-2021	EDO	HR	Disability/ Ethnicity/ Sexual Orientation	
3.10 Analyse student surveys by protected characteristic Develop action plan to address identified issues	Production of demographics reports for full and part time undergraduate and postgraduate students – 2017 2018-2021	Surveys team	EDO	All protected characteristics	
3.11 Staff development programmes	ED content embedded in the Strathclyde Programme in Research and Leadership (SPIRAL) - 2017 Numbers of participants on SPIRAL events Feedback and evaluation 2017-2021	EDO	OSDU	All protected characteristics	

Equality Outcomes and Action Plan 2017-2021

Objective 4					
Promote wellbeing[5] and inclusivity					
Equality Outcome					
Promote and increase awareness on all aspects of wellbeing and implement the University mental health action plans for students and staff					

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
4.1 Implement the University *student mental health action plan.* Increase resources and improve accessibility for both face to face and online wellbeing resources.	Action plan approved 2017 Implementation 2017-2018 Review and evaluate first year – June 2018	Disability Service/ Student Support and Wellbeing	EDO/ USSA/ Depts	Disability	Foster good relations between diverse groups Eliminate discrimination
4.2 Host awareness raising events and campaigns on mental health[6] issues in conjunction with internal and relevant external stakeholders	Staff and students demonstrate greater awareness and confidence in dealing with mental health issues Number of events and campaign 2017-2021 Feedback and evaluation	Occupational Health/ Disability Service/ Student Support and Wellbeing	OSDU/ USSA	All protected characteristics	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups
4.3 Continue to identify appropriate opportunities for students and staff in both generic and bespoke programmes of training	Numbers of student participants Numbers of student participants Feedback and evaluation 2017-2021	Occupational Health/ Disability Service/ Student Support and Wellbeing	OSDU/ USSA	All protected characteristics	Eliminate discrimination

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[5] Disabilities and Universities Jan 2017 report http://www.parliament.scot/S5_Equal_Opps/Reports/EHRiCS052017R01.pdf
[6] https://consult.scotland.gov.uk/mental-health-unit/mental-health-in-scotland-a-10-year-vision/

Equality Outcomes and Action Plan 2017-2021

Objective 4
Promote wellbeing and inclusivity

Equality Outcome
Promote and increase awareness on all aspects of wellbeing and implement the University mental health action plans for students and staff

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
4.4 Monitor and evaluate uptake of service provision	Numbers of students and staff using referral services such as the Disability Service, Counselling and Occupational Health 2017-2021	Occupational Health/ Disability Service/ Student Support and Wellbeing	HR/ EDO	All protected characteristics	Foster good relations between diverse groups

Eliminate discrimination |
| 4.5 Provide safe spaces | Create wellbeing rooms across the campus 2018-2021 | Estate Services | Occupational Health/ Disability Service | All protected characteristics | Advance equality of opportunity between people with protected characteristics

Foster good relations between diverse groups

Eliminate discrimination |
| 4.6 Monitor disclosure rates for student admissions and staff recruitment | Improvement in disclosure rates on mental health conditions - 2020 | Students Business/ Strategy and Policy/ HR | Occupational Health/ Disability Service/ EDO | All protected characteristics | |
| 4.7 Utilise monitoring data to enhance awareness on the impact of mental health by intersectionality of protected characteristics | Produce annual report - 2018 | Academic depts./ Disability Service | EDO | All protected characteristics | |

Equality Outcomes and Action Plan 2017-2021

Objective 4
Promote wellbeing and inclusivity

Equality Outcome
Promote and increase awareness on all aspects of wellbeing and implement the University mental health action plans for students and staff

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
4.8 Monitor disability related leave	Monitor leave - ongoing Feedback and review	HR	Disability Service/ EDO	Disability	Eliminate discrimination
4.9 Establish Students Support Committee	Terms of reference 2017 Frequency of meetings 2017-2021 Development of an action plan to address gaps - 2018	SEES	USSA/ EDO/ Disability Service/ Student Support and Wellbeing/ Academic Depts/ Faculties	All	Advance equality of opportunity between people with protected characteristics
4.10 Continue to improve accessibility for people with disabilities	Revise Estates Equality and Diversity Guide – 2017 Relaunch in light of significant estates development the Estates ED Accessibility working group 2017 Refresh terms of reference in alignment with across campus estates projects	Estates	Disability Service/ EDO/ USSA	Disability Trans status Pregnancy & Maternity/ Religion & Belief	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination

Equality Outcomes and Action Plan 2017-2021

Objective 5					
Promote race equality[7]					

Equality Outcome					
The University is committed to ensuring that Black and Minority Ethnic (BME) people have the same opportunities in learning and teaching, employment, and career development					

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
5.1 Work towards seeking an Institutional Race Equality Charter mark	Engage with relevant stakeholders Establish University Working Group Conduct survey Focus groups Development of an action plan Submit application for a Bronze award in 2021	EDO	Departments/ Faculties/ HR	Race	Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination

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[7] Race Equality Framework for Scotland 2016-2030

Equality Outcomes and Action Plan 2017-2021

Objective 6
Accessible and Inclusive learning

Equality Outcome
Enhance the inclusive learning opportunities for students from different protected characteristic groups through teaching practice

Actions	Key Milestones/ Timescale	Lead Responsibility	Other Stakeholders	Protected Characteristic	Reference to Equality (Act 2010) Duty
6.1 Embed inclusivity in designing and learning & teaching practices take account of the diversity of students.	Inclusive course design guidelines 2017-2018 Pilot of inclusive teaching implementation at departmental level Review and evaluate 2018-2019	Departments/ Faculties/ Capita	Disability Service/ EDO/ ESC		Advance equality of opportunity between people with protected characteristics Foster good relations between diverse groups Eliminate discrimination

Equality Outcomes and Action Plan 2017-2021

Abbreviations

DS	Disability Service		HR	Human Resources
EC	Equality Champion		HoDs	Heads of Departments
EDC	Equality and Diversity Contacts		OSDU	Organisational and Staff Development Unit
ESC	Education Strategy Committee		SC	Students Counselling
DLHE	Destinations of Leavers from Higher Education		SEES	Student Enhancement and Experience Services
			USSA	University of Strathclyde Students Association
EDO	Equality and Diversity Office			
ESHET	Equally Safe in Higher Education Team			