

DMU Equality Objectives & Key Performance Indicators April 2012 – March 2015

Progress Report

Date of report: June 2015

This report shows the progress against the DMU Equality Objectives 2012-15.

Progress against each of the eight DMU equality objectives is shown in table form. This will be the last report for the original 2012-15 objectives. In May 2015 the Equality and Diversity Committee approved a revision of the objectives to take account of completed objectives and objectives which were no longer fit for purpose.

Objective 1 – Improve the university's knowledge of the diversity of its staff and students in order to better target its services and responses.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
1 Improve rates of disclosure of staff and students who have declined to declare a disability or none by 10%, by 2014/15.	Reminders to all staff through staff portal.	Staff: This objective has been consistently met, holding at around 3% non disclosure over the past 3 years. The data shows that there are however some variations across faculties and central departments which must be addressed at local levels.	Green
	Electronic enrolment forms now include diversity monitoring categories. <ul style="list-style-type: none"> • Open day events. • Integrating Transitions Team with Faculty Disability Officers. • Edits to DMU web pages. • Staff awareness, improvements and referrals. 	Students: This objective has been consistently met, holding at around 0.1% non disclosure over the past 3 years. The data shows that there are however some variations across faculties which must be addressed at local levels.	Green

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
1.2 To achieve disclosure of 50% staff and students for sexual orientation, religion, belief or none and transgender by 2014/15.	Staff: Reminders to all staff through staff portal.	Staff: 47.6% for sexual orientation. 43.5% for religion or belief.	Amber +1
	Electronic enrolment forms have improved student disclosure	Achieved in 2013/14. Student disclosure on sexual orientation and religion and belief was achieved in 2012 with the introduction on electronic enrolment and consistently runs at over 90% disclosure. An error in 2014/15 meant that the electronic diversity data was not captured for this period.	Green Business as usual
1.3 To put in place monitoring of retention of pregnant staff and students by 2012.	The Student Pregnancy, Maternity, Adoption and Secondary Carer Policy was revised and approved by the Equality & Diversity Committee in May 2014.	Achieved and closed.	Green
1.4 To put in place procedures for staff to change name and gender identity on all records.		Completed in 2013 and closed.	Green

Objective 2 – All staff at DMU will have opportunities to undertake appropriate training and development activities.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
2.1 Training, learning and development opportunities will be monitored to ensure that uptake is fairly distributed by 2014/15.		Achieved and closed.	Green
2.2 Positive Action programmes will be made available where there is evidence of under-representation in job levels.	A positive action programme was agreed by Executive Board in March 2015.	Achieved (and now embedded in Race Charter Mark and Athena Swan action plans)	Green
2.3 All line managers will be expected to attend relevant Equality and Diversity training.	The university equality and diversity training is now mandatory for staff (January 2014).	Partial Overall, the completion rate for Equality and Diversity training was 57.9% up to April 2015. Completion rates tended to be higher for combined Directorates (81.4%) when compared with Faculties.	Amber

Objective 3 – DMU to be a university with good access to its built and virtual environment.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
3.1 The University will identify access solutions to all buildings by 2013/14.	<p>The University has been a member of Disabled Go since 2009. The University campus is surveyed and reports are published annually on the Disabled Go website.</p> <p>The Estates team consult regularly with the Disabled Staff Group and are members of the Student Disability Committee.</p> <p>Accessibility options are listed room by room on the DMU intranet website.</p> <p>Lifts in Eric Wood and Portland have been replaced this year which reduces the risk of lift failure in these buildings.</p>	Ongoing achievement (closed)	Green
3.2 The university communications, IT and virtual environments will meet accessibility standards by 2014/15.	<p>The following accessibility standards have been applied to projects and we are also ensuring our new website meets these standards from August 2014 onwards:</p> <p>DMU has a web standards checker within its CMS system (Contensis). This functionality checks pages to AAA compliance and reports any issues. These are reported to the editor/content owner for correction.</p> <p>Web accessibility is also covered in the CMS training.</p>	Achieved (closed).	Green

Objective 4 – The university will investigate and improve the retention rates of its students.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
4.1 To improve the retention rate of older (30 and over) students from 77% (2008/09) to that which is equivalent of younger (20 and under) students - 88% (2008/09) by 2014/15.	PVC led Retention Steering Group launched in 2013.		Red

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
4.2 To improve the retention rate of black and ethnic minority students from 77% (2008/09) to that which is equivalent of white students - 86% in (2008/09) by 2014/15.	PVC led Retention Steering Group launched in 2013.	Ongoing. The retention gap between white and BME students closed from 1.8% in 2010/11 to 0.5% in 2011/12 and grew again in 2012/13 to 0.8% (but is in line with target trajectory)	Amber

Objective 5 – The University will investigate and improve the achievement rates and employability scores of its students.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
5.1 To improve the achievement rate of older students from 46% in 2009/10 to that which is equivalent to younger students 53% in 2009/10 by 2014/15.	PVC led Retention Steering Group launched in 2013.	Ongoing	Red
5.2 To improve the achievement rate of black and ethnic minority students to that which is equivalent to white students by 2014/15.	PVC led Retention Steering Group launched in 2013.	Ongoing – Due to data changes, the trend rate has been recalculated. The achievement gap between white and BME students has closed from 17.5% in 2011/12 to 14.7% in 2012/13 and 13% in 2013/14. This is the same as the	amber

		<p>sector average.</p> <p>Note: ethnicity data is based on home (UK) student qualifiers only. Qualifiers are all students obtaining a degree classification or a pass, this methodology is aligned to how university league tables calculate good honours.</p>	
5.3a To improve the employability scores of disabled students on the DLHE by 2012/13.	Careers staff have been relocated from central department to Faculties.	<p>Ongoing</p> <p>The employment gap between disabled students and those not disclosing a disability increased from 2.2% in 2011/12 to 3.1% in 2012/13 and decreased to 0% overall in 2013/14. There are some variations across faculties.</p>	Green
5.3b To improve the employability scores of black and minority ethnic students on the DLHE by 2012/13.	Careers staff have been relocated from central department to Faculties.	<p>Ongoing</p> <p>The employment gap between white and BME students has closed from 5% in 2011/12 to 4% in 2012/13 and to 2.7% in 2013/14.</p>	Amber
5.4 All student work placements to meet equality and inclusivity standards, to ensure that students do not face unlawful discrimination, harassment or victimisation by 2015.	<p>A senior manager for work based learning was appointed in December 2013.</p> <p>Processes have been put in place to secure confirmation from work placement areas that they work in compliance with UK Equality legislation.</p>	Achieved and closed	green

Objective 6 – To have relevant staff and student policies and procedures to:

- **Prevent unlawful discrimination and harassment.**
- **Promote good relations amongst people and groups with protected characteristics.**

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
6.1 To develop, consult, approve and publish relevant policies and procedures to protect and enhance DMU's equality duties. In the first instance on Religion and Belief, Sexual Orientation and Bullying and Harassment.	<p>Religion and Belief Policy completed in 2011/12.</p> <p>Following a consultation with the DMU LGBT staff group, it was agreed to continue work through the Stonewall WEI, rather than produce a Sexual Orientation Policy.</p> <p>Dignity and Respect Policy for students published in 2012.</p> <p>A 'Code of Conduct' has been introduced which embeds equality and diversity and dignity at work within the expected standards of conduct/behaviour for all DMU employees.</p> <p>An Email, Internet and Social Media Policy has been introduced to ensure appropriate use of electronic media and communications for all staff.</p>	Partial	Amber
6.2 To improve the university's practices in relation to lesbian, gay, bisexual people as measured by the Stonewall Workplace Equality Index and Gay by Degree each year.	Action plan agreed by Executive Board in February 2014.	Achieved 75 ranking in 2015 index.	Green
6.3 To improve the university's practices in relation to women in Science, Engineering and Technology as measured by the Athena Swan Charter. To gain an Athena swan Bronze award by 2012/13.	DMU achieved Athena Swan Bronze status in 2013.	Achieved 2013	Green
6.4 To Equality Impact	DMU equality impact assessments	BAU	Green

Assess all work areas and policies by 2014.	<p>are published on the DMU website.</p> <p>Revised guidelines for the submission of papers to Executive Board (EB) state that, in the event that there are potential equality and diversity-related issues arising from the paper, an Equality Impact Assessment must be undertaken prior to submission, as appropriate.</p> <p>A similar guideline is in place for papers submitted to the Board of Governors, though it is recognised that papers received by the Board will mostly have been channelled via EB or other university committee and, as such, potential impact on equality should have already been addressed.</p> <p>Project management plans, now require an Equality Impact Assessment.</p>		
6.5a To ensure that all staff recruitment processes at corporate and local levels adhere to open and transparent processes by 2013/14.	<p>A new Recruitment and Selection policy has been launched. Equality and diversity considerations are mainstreamed and embedded.</p> <p>Recruitment and selection website created and launched. Guidance notes available for managers.</p> <p>Revised training offer on recruitment and selection.</p> <p>Briefings were held specifically on the policy for all recruiting managers.</p> <p>Equality and Diversity training must be completed prior to attending recruitment training.</p>	Achieved and Implemented (November 2013)	Green
6.5b To ensure that all student recruitment processes at corporate and local levels adhere to open and transparent processes by 2013/14.	<p>A new and simplified version of the Student Admissions Policy was published in January 2014. Admissions Processes have been streamlined (where possible) and mapped to ensure transparency and consistency of practice.</p>	Achieved.	Green

Objective 7 – To improve relationships between staff and students and create a positive culture at DMU.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
7.1 Introduce a new staff mediation policy and process to encourage the informal resolution of issues by 2012/13.		Partial. Work in progress	Red
7.2 75% of staff to have engaged in the Equality and Diversity training by 2014/15.	Equality and Diversity training is mandatory for staff – January 2014. All staff encouraged to attend relevant Equality and Diversity training.	Partial Overall, the completion rate for Equality and Diversity training was 57.9% to April 2015. Completion rates tend to be higher across combined Directorates (81.4%) when compared with Faculties	Amber
7.3 60% students to have completed the on-line Equality & diversity Training and passed the test by 2013/14.	Students continue to be encouraged to participate in this training.	2.1% of students have completed	Red

Objective 8 – Ensure that disabled students have access to appropriate reasonable adjustments and relevant support funding.

Key Performance Indicators	Actions taken	Extent to which the KPI has been met	RAG
8.1 All international students have access to disability related support by 2013/14.	Details in international student handbook, describing how to access relevant services. All international students declaring a disability or who are identified as disabled during their studies have access to University related disability support.	Achieved and closed.	Green