

Equality Objectives Progress Report (April 2013)

With values added by SPS 16-4-2013

1. Background

In March 2012, DMU approved and published its Equality Objectives in accordance with the Equality Legislation and published these on the equality pages of the website.

The Chair of the Equality & Diversity Committee, Professor Mandy Ashton, and the Head of Equality & Diversity, Dr Christine Nightingale, called for progress reports against each of the objectives from Deans and Directors and other members of the Executive Board.

The following progress report has been compiled and published on our website.

Objective 1 which is to 'Improve the university's knowledge of the diversity of its staff and students in order to better target its services and responses'. Four key performance indicators were set to meet this objective.

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
Director of POD and COO	Objective 1, KPI 1 To improve rates of disclosure of staff and students who have declined to declare a disability or none by 10% by 2014/15.			Student disclosure of disability status was [100%].	No report	
		Staff who disclosed a disability was 4.3%.	Staff who disclosed a disability was 4.9%.	Staff disclosure of disability status was 99.8%. Staff who disclosed a disability was 5.6%.	No report	No report
Director of POD and COO	Objective 1, KPI 2a To achieve disclosure of 50% of students for sexual orientation, religion, belief or none and transgender by 2014/15.	Not collected	Not collected	Not collected	Not collected	This is unverified data and will not appear in the public report 2012/13.
Director of POD and COO	Objective 1, KPI 2b To achieve disclosure of 50%	Not collected	Not collected	Not collected	Not collected	Staff disclosure of religion or belief in: • 2012/13 was

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
	of staff for sexual orientation, religion, belief or none and transgender by 2014/15.					2.4%.
		Not collected	Not collected	Not collected	Not collected	Staff disclosure of sexual orientation in: <ul style="list-style-type: none"> • 2011/12 was not measured. • 2012/13 1.9%.
		Not collected	Not collected	Not collected	Not collected	Staff disclosure of transgender has not yet been reported.
Director of POD and COO	Objective 1, KPI 3 To put in place monitoring of retention of pregnant staff and students by 2012.					A student Pregnancy, maternity, adoption and secondary carer policy was published in 2012. All students who report a pregnancy or birth are supported through a risk assessment and return to study plan. Data has been recorded on numbers of

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
						<p>student who have reported their pregnancy. In 2011/12: 7 students reported their pregnancy. Of these 3 have returned to study, 4 have postponed their studies, 0 unknown and 0 have left the university.</p> <p>Staff data on pregnancy and maternity leave shows that in 2011/12 52 staff took maternity leave. Of these 39 have returned to work. 13 are still on leave and 5 have left the university.</p>
Director of POD	<p>Objective 1, KPI 4</p> <p>To put in place procedures for staff to change</p>					Partial – facilities exist to change name.

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
	name and gender identities on all records.					

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

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
Director of POD	Objective 2, KPI 1 Training, learning and development opportunities will be monitored to ensure that update is fairly distributed by 2014/15.	Average training days per employee (including hourly paid lecturers) 1.02 days	Average training days per employee (including hourly paid lecturers) 0.97 days	Average training days per employee (including hourly paid lecturers) 0.94 days	Average training days per employee (including hourly paid lecturers) 0.88 days	Not yet reported
		Disabled staff: 1.1 days	Disabled staff: 1.3 days	Disabled staff 1.0 days	Disabled staff: 0.7 days	Not yet reported
		Staff by Ethnicity: Asian 1.3 days Black 1.0 days Mixed 1.0days Other 0.6 days White 1.0	Staff by Ethnicity: Asian 1.1 days Black 1.1 days Mixed 1.4 days Other 0.4 days White 1.0	Staff by Ethnicity: Asian 1.0days Black 1.0 days Mixed 0.7 days Other 0.7 days White 1.0	Staff by Ethnicity: Asian 0.86 days Black 0.71 days Mixed 0.71 days Other 0.57 days White 0.86	Not yet reported
		Staff by sex: F: 1.3 M: 0.9	Staff by sex: F: 1.1 M: 0.9	Staff by sex: F: 1.0 M: 0.7	Staff by sex: F: 1.0 M: 0.7	Not yet reported
		Staff by age: 24 and under 1.1 days 25 – 40 (16 year span) 1.1 days 41 – 55 (15 year span) 0.7 days 56 – 65 (10 year span) 0.6 days 66 and over Insignificant	Staff by age: 24 and under 1.7 days 25 – 40 (16 year span) 1.3 days 41 – 55 (15 year span) 0.9 days 56 – 65 (10 year span) 0.7 days 66 and over 0.1 days	Staff by age: 24 and under 1.6 days 25 – 40 (16 year span) 1.9 days 41 – 55 (15 year span) 1.5 days 56 – 65 (10 year span) 1.3 days 66 and over 0.4 days	Staff by age: 24 and under 1.9 days 25 – 40 (16 year span) 1.1 days 41 – 55 (15 year span) 0.9 days 56 – 65 (10 year span) 0.6 days 66 and over 0.1 days	Not yet reported

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
Director of POD	Objective 2, KPI 2 Positive Action Programmes will be made available where there is evidence of under-representation in job levels.	No report	No report	No report	No report	Not yet reported
Director of POD	Objective 2, KPI 3 All line managers will be expected to attend relevant equality and diversity training.				Currently unable to identify proportion of staff who are line managers who have completed training.	

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

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
COO	<p>Objective 3, KPI 1 and 2</p> <p>The university will identify access solutions to all buildings by 2013/14.</p> <p>Alternative arrangements will be put in place if disabled people are unable to reach booked rooms because of lift problems by 2012/13.</p>		<p>The University has been a member of Disabled Go since 2009. The University campus is surveyed and reports are published on the DisabledGo website. Each year the information is revised and refreshed with new developments logged.</p> <p>The Estates team consult regularly with the Disabled Staff Group and the Student Disability Committee. Points of action</p>	<p>The University has been a member of Disabled Go since 2009. The University campus is surveyed and reports are published on the DisabledGo website. Each year the information is revised and refreshed with new developments logged.</p> <p>The Estates team consult regularly with the Disabled Staff Group and the Student Disability Committee. Points of action</p>	<p>The University has been a member of Disabled Go since 2009. The University campus is surveyed and reports are published on the DisabledGo website. Each year the information is revised and refreshed with new developments logged.</p> <p>The Estates team consult regularly with the Disabled Staff Group and the Student Disability Committee. Points of action</p>	<p>The University has been a member of Disabled Go since 2009. The University campus is surveyed and reports are published on the DisabledGo website. Each year the information is revised and refreshed with new developments logged.</p> <p>The Estates team consult regularly with the Disabled Staff Group and the Student Disability Committee. Points of action</p>

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		2008/09	2009/10	2010/11	2011/12	2012/13
			are recorded in the minutes of these meetings and progress checked.	are recorded in the minutes of these meetings and progress checked.	are recorded in the minutes of these meetings and progress checked.	are recorded in the minutes of these meetings and progress checked.
COO	Objective 3, KPI 3 The university communications, IT and virtual environments will meet accessibility standards by 2014/15.	No report	No report	No report	No report	The following accessibility standards have been applied to projects: 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. Web accessibility is also covered in the CMS training.

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

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
PVC Teaching & Learning	<p>Objective 4, KPI 1</p> <p>To improve the retention rate of older (30 and over) students from 78.8% (2008/09) to that which is equivalent of younger (21 and under) students – 88.4% (2008/09) by 2014/15.</p>	<p>The retention of older (30 years plus) students was 77.2%</p> <p>Compared to retention of younger (under 21) students which was 88.4%.</p> <p>A gap of: 11.2%</p>	<p>The retention of older (30 years plus) students 72%</p> <p>Compared to retention of younger (under 21) students which was 87.0%.</p> <p>A gap of: 15%</p>	<p>The retention of older (30 years and over) students was 78.9%</p> <p>Compared to retention of younger (under 21) students which was 90.7%.</p> <p>A gap of: 11.8%</p>	Report due October 2013	
PVC Teaching & Learning	<p>Objective 4, KPI 2</p> <p>To improve the retention rate of black and ethnic minority students from 83.8% (2008/09) to that which is equivalent of white students – 86.3% in 2008/09 by 2014/15.</p>	<p>The retention of ethnic minority students was 83.8%.</p> <p>Compared to the retention of white students which was 86.3%.</p> <p>The gap was</p>	<p>The retention of ethnic minority students was 82.2%.</p> <p>Compared to the retention of white students which was 83.7%.</p> <p>The gap was 1.5%</p>	<p>The retention of ethnic minority students was 87.3%.</p> <p>Compared to the retention of white students which was 89.1%.</p> <p>The gap was</p>	Report due October 2013	

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
		2.5%		2.2%		

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

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
PVC Teaching & Learning	Objective 5, KPI 1 To improve the achievement rate of 21 years and older students from 47.4% in 2009/10 to that which is equivalent to under 21 years students 53% in 2009/10 by 2014/15. (good honours: 1 st and 2:1 degree classification)	The achievement rates of 21 years and older students were 50.6%. Compared to under 21 years students which was 53.1% The gap was 2.5%	The achievement rates of 21 years and older students were 47.4%. Compared to under 21 years students which was 53.0%. The gap was 5.6%	The achievement rates of 21 years and older students were 52.0%. Compared to under 21 years students which was 54.9%. The gap was 2.9%	The achievement rates of 21 years and older students were 61.8%.(2011/12) Compared to under 21 years students which was 63.1%.(2011/12) A gap of: 1.3%	Not yet reported
PVC Teaching & Learning	Objective 5, KPI 2 To improve the achievement rate of black and ethnic minority students to that which is equivalent to white students by 2014/15.	The achievement rates of black and ethnic minority students was 38.4%. Compared to white students which was 61.1%. The gap was 22.7%	The achievement rates of black and ethnic minority students was 38.3%. Compared to white students which was 59.2%. The gap was 20.9%	The achievement rates of black and ethnic minority students was 45.1%. Compared to white students which was 60.6%. The gap was 15.5%	The achievement rates of black and ethnic minority students was 54.8%.(2011/12) Compared to white students which was 68.4%.(2011/12) A gap of: 13.6%	Not yet reported

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
PVC Teaching & Learning	Objective 5, KPI 3 To improve the employability scores of disabled students and black and minority ethnic students on the DLHE by 2012/13.	The employability scores for disabled students according to DLHE results were [84.6%]. Against other students which was [86.6%]. The gap was 2%.	The employability scores for disabled students according to DLHE results were [87.3%]. Against other students which was [87.1%]. The employment scores of Disabled Students showed a positive improvement above those of other students of +0.2%	The employability scores for disabled students according to DLHE results were [85.9%]. Against other students which was [88.3%]. The gap was 2.4%	Not yet reported	Not yet reported
		The employability scores for Black and ethnic minority students according to	The employability scores for Black and ethnic minority students according to	The employability scores for Black and ethnic minority students according to DLHE results were 85.0%	Not yet reported	Not yet reported

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
		DLHE results were 82.1% Against white students which was 89.0% The gap was 6.9%	DLHE results were 83.3% Against white students which was 89.8% The gap was 6.5%	Against white students which was 90.0% The gap was 5%		
COO	Objective 5, KPI 4 All work placements to meet equality and inclusivity standards, to ensure that students do not face unlawful discrimination, harassment or victimisation by 2015.			An employability strategy has been agreed by the university. This will be reported in further detail in 2014.		

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.

Executive Board Responsibility	Objective & KPI	Progress
Director of POD and PVC Teaching & Learning	<p>Objective 6, KPI 1</p> <p>To develop, consult, approve and publish relevant policies and procedures to protect and enhance DMU's equality duties. In the first instance on religion or belief, sexual orientation and bullying and harassment.</p>	<p>April 2013</p> <ul style="list-style-type: none"> • Religion & Belief Policy published in December 2012. • Student Dignity & Respect Policy Published in December 2012. • Issues relating to sexual orientation will be embedded into all relevant policies and monitored via our Stonewall WEI. • The staff Bullying and Harassment Policy is scheduled to be reviewed and revised by April 2015
Director of POD	<p>Objective 6, KPI 2</p> <p>To improve the university's practices in relation to lesbian, gay and bisexual people as measured by the Stonewall Workplace Equality Index and Gay by Degree each year.</p>	<p>The university: Scored 111 points in 2013, up 95 in 2012. Ranked 187/376 in 2013, up from 193/363 in 2012. DMU ranked 14/37 HE institutions who entered in 2013. Top 100 employers achieved 157 points, DMU achieved 111, a gap of 46 points.</p>
PVC Dean Research	<p>Objective 6, KPI 3</p> <p>To improve the university's practices in relation to</p>	<p>Athena Swan Bronze Award applied for (April 2013). The Athena Swan Self Assessment group meets regularly to drive forward the Action</p>

Executive Board Responsibility	Objective & KPI	Progress
	women in Science, Engineering and Technology as measured by the Athena Swan Charter. To gain an Athena Swan Bronze award by 2012/13.	April 2013 Plan.
COO	Objective 6, KPI 4 To ensure that the university practices in relation to fairness and equality and the Research Excellence Framework are approved by HEFCE REF Committees by 2012/13.	Completed. DMU REF Committee formed. DMU individual circumstances committee formed. DMU Code of Practice approved by HEFCE.
All	Objective 6, KPI 5 To equality impact assess all work areas and policies by 2014.	EIA assessments published on DMU website. http://dmu.ac.uk/about-dmu/professional-services/equality-and-diversity/equality-impact-assessmentequality-analysis.aspx
Director of POD and COO	Objective 6, KPI 6 To ensure that all staff and student recruitment processes at corporate and local levels adhere to open and transparent processes by 2013/14.	Staff Recruitment Policy to be revised in 2013. New Student Admission Policy to be revised and approved by August 2013.

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

Executive Board Responsibility	Objective & KPI	Progress April 2013
Director of POD	Objective 7, KPI 1 Develop DMU behavioural values by 2011/12.	DMU Staff Code of Conduct draft out to consultation.
Director of POD	Objective 7, KPI 2 Introduce a new staff mediation policy and process to encourage the informal resolution of issues by 2012/13.	
All	Objective 7, KPI 3 75% of staff to have engaged in the equality and diversity training and passed the test by 2013/14.	26% of staff have completed one of the DMU equality and diversity training offers.
PVC Teaching & Learning	Objective 7. KPI 4 60% of students to have completed the online equality and diversity training and passed the test by 2013/14.	Approx 1% of students have completed equality and diversity training and passed the test.

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

Executive Board Responsibility	Objective & KPI	Progress				
		2008/09	2009/10	2010/11	2011/12	2012/13
COO	Objective 8, KPI 1 All international students have access to disability related support by 2013/14.	No report	No report	No report	No report	No specific reports.
COO	Objective 8, KPI 2 All disabled students are encouraged to apply for DSA by 2014/15.	No report	No report	No report	No report	All students who have declared a disability are offered support by the relevant Faculty Officers and the central team where appropriate.
COO	Objective 8, KPI 3 80% of students who have known mental health conditions to be formally made aware of the opportunity to have learner support arrangements put in place by 2013/14.	No report	No report	No report	No report	All students who have declared a disability are offered support by the relevant Faculty Officers and the central team where appropriate.