

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

Key to Equality Duties: 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

2. Advance equality of opportunity between people who share a protected characteristic and those who do not.

3. Foster good relations between people who share a protected characteristic and those who do not.

No	Objective	Protected Characteristics:	Duty:	Key Performance Indicators	Exec Board
		Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.	See key above		
1	Improve the university's knowledge of the diversity of its staff and students in order to better target its services and responses.	Disability	1,2 and 3	1. Improve rates of disclosure of staff and students who have declined to declare a disability or none by 10%, by 2014/15.	Director of POD and Chief Operating Officer – (COO)
		Sexual Orientation, Religion or Belief and Transgender	1,2 and 3	2. To achieve disclosure of 50% staff and students for	Director of POD and

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				sexual orientation, religion, belief or none and transgender by 2014/15.	COO
		Pregnancy and Maternity	1,2 and 3	3. To put in place monitoring of retention of pregnant staff and students by 2012.	Director of POD and COO
		Gender Reassignment	1,2 and 3	4. To put in place procedures for staff to change name and gender identity on all records.	Director of POD
2	All staff at DMU will have opportunities to undertake appropriate training and development activities.	All	1,2 and 3.	1. Training, learning and development opportunities will be monitored to ensure that uptake is fairly distributed by 2014/15.	Director of POD
		All	1,2 and 3	2. Positive Action programmes will be made available where there is evidence of under-representation in job	Director of POD

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				levels.	
		All	1,2 and 3	3. All line managers will be expected to attend relevant Equality and Diversity training.	Director of POD
3	DMU to be a university with good access to its built and virtual environment.	Disability	1	1. The University will identify access solutions to all buildings by 2013/14.	COO
		Disability	1	2. Alternative arrangements will be put in place if disabled people are unable to reach booked rooms because of lift problems by 2012/13.	COO
		Disability	1	3. The university communications, IT and virtual environments will meet accessibility standards by 2014/15.	COO
4	The university will	Age	1	1. To improve the retention rate of older (30 and over)	PVC – Teaching

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	investigate and improve the retention rates of its students.			students from 77% (2008/09) to that which is equivalent of younger (21 and under) students - 88% (2008/09) by 2014/15.	and Learning
		Race and Ethnicity	1	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 – Teaching and Learning
5	The University will investigate and improve the achievement rates and employability scores of its students.	Age	1,2	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 – Teaching and Learning
		Race and Ethnicity	1,2	2. To improve the achievement rate of black	PVC – Teaching

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				and ethnic minority students to that which is equivalent to white students by 2014/15.	and Learning
		Disability and Race and Ethnicity	1,2	3. To improve the employability scores of disabled students and black and minority ethnic students on the DLHE by 2012/13.	PVC – Teaching and Learning
		All	1,2	4. All work placements to meet equality and inclusivity standards, to ensure that students do not face unlawful discrimination, harassment or victimisation by 2015.	COO
6	To have relevant staff and student policies and	Religion and Belief, Sexual Orientation	1,2 and 3	1. To develop, consult, approve and publish relevant policies and procedures to protect and	Director of POD and PVC Teaching

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	procedures to: <ul style="list-style-type: none"> Prevent unlawful discrimination and harassment Promote good relations amongst people and groups with protected characteristics. 			enhance DMU's equality duties. In the first instance on Religion and Belief, Sexual Orientation and Bullying and Harassment.	and Learning
		Sexual Orientation	1,2 and 3	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.	Director of POD
		Sex	1,2 and 3	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.	PVC/Dean. Faculty of Technology

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		All	1,2 and 3	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 2012/14.	COO
		All	1,2 and 3	5. To Equality Impact Assess all work areas and policies by 2014.	All Exec
		All	1,2 and 3	6. To ensure that all staff and student recruitment processes at corporate and local levels adhere to open and transparent processes by 2013/14.	Director of POD and COO
7	To improve relationships between staff and students and create a positive culture at DMU.	All	3	1. Develop DMU behavioural values by 2011/12.	Director of POD
		All	3	2. Introduce a new staff mediation policy and process to encourage the	Director of POD

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				informal resolution of issues by 2012/13.	
		All	3	3. 75% of staff to have engaged in the Equality and Diversity training by 2014/15.	All Exec
		All	3	4. 60% students to have completed the on-line Equality & diversity Training and passed the test by 2013/14.	PVC Teaching and Learning
8	Ensure that disabled students have access to appropriate reasonable adjustments and relevant support funding.	Disability, Race and Ethnicity	1, 2	1. All international students have access to disability related support by 2013/14.	COO
		Disability	1, 2	2. All disabled students are encouraged to apply for DSA by 2014/15.	COO
		Disability	1, 2	3. 80% of students who have	COO

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				known mental health conditions to be formally made aware of the opportunity to have learner support arrangements put in place, by 2013/14.	