

University of Manchester - Equality Objective Consultation: Objective 1 - Representation of staff in senior posts

1. Overview

1.1 Objectives

A total of 6 equality objectives have been outlined for consideration, these include:

- Improve the representation of women and black and minority ethnic staff in senior, academic and professional support positions, by promoting the University as an employer of choice and providing targeted support in promotions and career development.
- Address the differential degree attainment of black and minority ethnic undergraduate students by further increasing our understanding and instigating programmes of support.
- Foster good relations between staff and students from different groups by challenging discrimination and stereotypes through awareness raising activities and training events.
- Understand the potential impact of University functions on disabled staff and students by improving disability disclosure rates and reporting mechanisms.
- Improving sexual orientation disclosure rates by providing an inclusive working and learning environment that promotes the University as an advocate of lesbian, gay, bisexual and trans rights.

1.2 Selection Criteria

The [Equality and Human Rights Commission](#) has outlined a set of criteria to help prioritise equality objectives:

- **General Equality Duty:** How would this objective contribute to the aims of the general equality duty?
- **Evidence:** Does the information at a local or national level highlight this as important?
- **Staff and Students:** Are these priorities for staff and service users themselves?
- **Key Areas:** Would this objective stretch the organisation to perform better on equality issues in key areas?
- **Protected Characteristics:** How would achieving this objective improve the experience for people with a relevant protected characteristic?
- **Numbers:** How many people with relevant protected characteristics are affected by the issue, and what is the severity of the effect?
- **Stakeholders:** What are the views of your stakeholders?

1.3 Consultation

To help you consider each of the proposed objectives the following information has been provided:

- The objective
- The measures
- A list of potential actions
- The extent to which each objective meets the criteria outlined by the Equality and Human Rights Commission.

At this stage in the consultation we are asking you to consider this information and answer the following questions.

- Considering the evidence outlined in the selection criteria, do you feel that this objective should be included in the final selection?
- If this objective is chosen, please identify any changes that you would make to it?
- If this objective is chosen, please identify any changes that you would make to any of the measures?
- If this objective is chosen, what actions do you think would help achieve this objective?

1.4 Timeline

- Thursday 23rd February 2012 – Final date to provide feedback on objectives
- Friday 24th February 2012 – Final Equality Objectives sent to the Planning and Resource Committee
- Tuesday 6th March 2012 – Planning and Resource Committee
- Thursday 5th April 2012 – Publish Equality Objectives

1.5 Objective 1

Improve the representation of women and black and minority ethnic staff in senior, academic and professional support positions, by promoting the University as an employer of choice and providing targeted support in promotions and career development.

1.6 Measures

- An increase in the proportion of women in senior academic positions
- An increase in the proportion of black and minority ethnic academic staff in professorial positions
- An increase in the proportion of black and minority ethnic professional support staff in grades 5 and above

1.7 A list of potential actions

- Promote the University as an employer of choice to women in senior academic positions
- Investigate the impact of the recruitment processes for black and minority ethnic staff and make recommendations
- Develop mentoring programmes
- Promote career development opportunities
- Take forward the actions identified, for Faculties and Professional Support Services, in the Annual Performance Review
- Take forward the actions identified in the 2011 Athena Swan submission and work towards higher level awards
- Take part in the Equality Challenge Unit Systemic Change Pilot advancing race equality, at the University of Manchester

1.8 Selection Criteria

1.8.1 **General Equality Duty:** How would this objective contribute to the aims of the general equality duty?

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

1.8.2 **Evidence:** Does the information at a local or national level highlight this as important?

Yes. [Current Staff: Equality Profiles](#) reported through the [Equality and Diversity Forum](#) and the University's [Annual Performance Review](#).

Summary - Equality monitoring has identified that compared to the University overall profiles, there are:

- less women in senior academic postsⁱ
- less black and minority ethnic academic staff in professorial posts
- less black and minority ethnic professional support staff in grades 5 and above.

In recruitment:

- Women are less likely to apply to senior academic posts
- Black and minority ethnic applicants for senior academic posts, are consistently over representedⁱⁱ at application and under represented at short listing.
- Black and minority ethnic applicants are consistently over represented at application and under represented at short listing in all professional support grades.

In academic promotions:

- Women and black and minority ethnic staff are less likely to apply for promotion

1.8.3 **Staff:** Are these priorities for staff themselves?

Yes. Evidenced through:

- Women and Race in Leadership Reports
- Staff focus groups, undertaken on behalf of the E&D Team, with staff looking at issues that specifically effect gender and race
- The work undertaken in preparation for submission to the [Athena Swan Awards](#)

1.8.4 **Key Areas:** Would this objective stretch the organisation to perform better on equality issues in key areas?

Yes. Key areas of the staff life cycle would include:

- Recruitment
- Promotions
- Career Development
- Training

1.8.5 **Protected Characteristics:** How would achieving this objective improve the experience for people with a relevant protected characteristic?

- Improve employment and progression opportunities for existing and potential women and black and minority ethnic staff.

1.8.6 **Numbers:** How many people with relevant protected characteristics are affected by the issue, and what is the severity of the effect?

- 15% (612) of all academic staff are black and minority ethnic
 - 10% (447) of all professional support staff are black and minority ethnic
 - 41% of (1683) of all academic staff are female
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