Equality Objectives 2020-21

Faculty of Biology, Medicine and Health

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| Objectives | Actions to address the issues | Measure of Success / Responsibility |
| Our Community | | |
| To increase the representation of BAME women in Senior Lecturer / Professorial roles and BAME men in grades 5+ through inclusive recruitment. | To identify and implement a positive action initiative that will seek to increase the representation.  To produce guidance on the positive action available to support equality across the full range of protected characteristics, developed drawing on best practice. | A positive action initiative identified, launched and monitored. (AD SR)  Guidance on the range of positive action available developed. (EDI Team) |
| To understand further the equality profiles of disabled staff in the Faculty. | To compile a report that seeks to understand the equality profiles of disabled staff in the Faculty. | A greater understanding of the equality profiles of disabled staff in the Faculty and actions to mitigate any potential issues integrated into further plans. EDI Team (SK) |
| To increase the representation of BAME clinical PGR students | To partner with the Vice Dean Teaching and Learning and consider the range of initiatives that can increase the representation of BAME PGR students and make recommendations for action. | A paper on the potential range of initiatives that can increase the representation of BAME clinical PGR students has been drafted and presented to the Faculty Teaching and Learning Group. Faculty Lead / FBMH Vice Dean Teaching and Learning |
| Our Environment | | |
| A decrease in the % of people in the staff survey who feel they have been bullied, harassed or discriminated against in the Faculty. | To deliver a series of active bystander training sessions ‘Conscious Conduct in the Workplace’ to staff in the Faculty.  To deliver a series of inclusive leadership sessions ‘Developing your EDI Objective’ to managers and leaders in the Faculty. | Active bystander and inclusive leadership sessions have been delivered. EDI Team (CP) / SLD  Managers and leaders in the Faculty have developed their EDI Objectives and these are integrated into their PDR’s. EDI Team (CP) / Academic Lead (RC) / SLD |
| To support staff in strategically influential positions to be able to have meaningful conversation on how to address racism. | To develop Higher Education Anti-Racism Training (HEART) programme. | A programme has been developed and piloted and managers and leaders from the Faculty have participated. Dr Adam Danquah Senior Lecturer in Clinical Psychology |
| To encourage students to take the Equality, Diversity and Inclusion: Your Role in Shaping a Fairer World UCIL Module. | To identify how the new UCIL EDI Module can be promoted and where possible integrated into the FBMH programmes. | The UCIL EDI Module has been promoted and where possible integrated into FBMH programmes. Academic Lead (RC) / EDI Team (CP) |
| To respond to feedback from staff in the EDI COVID-19 survey relating to the differential impact of COVID-19 on those with protected characteristics. | To develop a framework along with supporting guidance for managers on the reasonable adjustments that could / should be made in relation to performance objectives within PDR’s, considering the full range of protected characteristics. | A framework and guidance have been developed and disseminated and monitoring processes put in place. HR Faculty Team / SLD Team / EDI Team |
| Our Opportunities | | |
| To increase participation of BAME women in Senior Lecturer / Professorial roles and BAME men in grades 5+ in career development opportunities. | To encourage participation in the University’s BAME Inclusive Advocacy initiative.  To work with AMBS and research and evaluate potential online career coaching programmes for BAME staff, engaging with key stakeholders to understand the feasibility of a range of options. | Members of the Faculty have engaged with the initiative as advocates and participants. Academic Lead (RC) / EDI Team (SMQ)  A proposal for online career coaching programmes for BAME staff has been developed. Faculty HR Team (FC) / EDI Team (CP) / SLD (PS) |
| To decrease the awarding gap experienced by BAME under-graduate students through the promotion of inclusive teaching and learning practice. | To develop and launch the Foundation of Teaching and Learning through the New Academics Programme (NAP)  To engage with the Institute of Teaching and Learning and the FBMH Diversity and Inclusion Student Ambassadors and co-produce Faculty specific projects to address the BAME awarding gap. | The Foundation of Teaching and Learning launched through the New Academics Programme (NAP). Academic Lead (RC)  To identify the range of Faculty specific projects to address the BAME awarding gap. |