Positive Action Statements 2026

Positive Action (PA) Statements can be used on any recruitment advertising to highlight areas where there might be statistical under-representation of a particular equality group in that grade or discipline.

You/Your People Partner will have access to PowerBI reports which will enable you to determine which statement best fits the position you are recruiting to. These will differ across Faculties.

A positive action statement should be used where there is evidence that a group with a protected characteristic is under-represented. In line with EHRC Code of Practice on Employment [Chapter 12 & section 12.22 (page 169+], under-representation may be identified by comparing representation within the relevant grade, occupational area or workforce against:

- the proportion of people with that protected characteristic nationally (e.g. by comparing representation against relevant national higher education, professional or disciplinary data at the appropriate grade or level); or
- the proportion of people with that protected characteristic in the local population (e.g. comparing to 2021 Census results for Manchester); or
- the proportion of people with that protected characteristic within the relevant workforce, profession or sector (e.g. by comparing representation at a particular grade or within an occupational group against representation within the wider School, Faculty, University workforce, profession or sector).

You can use these comparisons independently or use the matrix in Appendix 1 to identify where to include a Positive Action Statement in your recruitment. The matrix can also highlight priorities for future recruitment and support Athena Swan, the Race Equality Charter Mark, Stonewall, Disability and other charter mark applications.

All current PA Statements are shown in Appendix 2 these should not be altered. If you wish to make additions to them or change them then you will need to justify why this is necessary to your People Partner – they may double check with the relevant Equality, Diversity and Inclusion (EDI) Partner. Whilst you should select the appropriate statement when placing a recruitment advert, they will also be double checked by the Recruitment Team in People Services before publication.

You can also use the following accreditation badges for the University however please also note that Athena Swan accreditation statuses are differ locally and should be confirmed by the chair of that particular committee and/or the People Partner:


ECU GENDER CHARTER
Athena
SWAN
Silver Award


RACE CHARTER
Race
Equality
Charter
Silver Award


disability
confident
LEADER


Stonewall
LGBTQ+
INCLUSIVE
EMPLOYER
TOP 100
2024


GENDER CHARTER
Athena
Swan
Bronze Award

Appendix 1

POSITIVE ACTION STATEMENTS - EXAMPLE

Faculty:	**Valid Date:**

	Academic						**Faculty Office/Support**			
School/Area	**Tutors Grade 5**	**Research Grades 5-8**	**Lecturer**	**Senior Lecturer**	**Reader**	**Professor/ Chair**	**Grades 1-4**	**Grades 5 & 6**	**Grade 7**	**Grades 8 & 9**
Example XXX	B.A.M.E. Disabled	Women	Disabled Women	B.A.M.E.	Women	Women	Disabled	B.A.M.E.	Women Disabled	B.A.M.E.

Appendix 2

Positive Action Statements

BLACK, ASIAN AND MINORITY ETHNIC (B.A.M.E.)

As an equal opportunities employer, we welcome applications from all suitably qualified persons. As the School is committed to equality including the principles of the Race Equality Charter Mark, we would particularly encourage applications from the Black, Asian and Minority Ethnic (B.A.M.E.) community who are currently under-represented at this level in this area and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

WOMEN

As an equal opportunities employer, we welcome applications from all suitably qualified persons. As the School is committed to Athena Swan principles, we would particularly encourage applications from women, who are currently under-represented at this grade and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

B.A.M.E. & WOMEN

As an equal opportunities employer, we welcome applications from all suitably qualified persons. As the School is committed to the principles of the Race Equality Charter Mark and Athena Swan, we would particularly encourage applications from women and the Black, Asian and Minority Ethnic (B.A.M.E.) community, who are both currently under-represented at this grade and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

MEN

As an equal opportunities employer, we welcome applications from all suitably qualified persons. However, as male candidates are currently under-represented at this level in this area, we would particularly encourage applications from men, who are currently under-represented at this grade and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

B.A.M.E. & MEN

As an equal opportunities' employer, we welcome applications from all suitably qualified persons. As the School is committed to the principles of the Race Equality Charter Mark, we would particularly encourage applications from men and the Black, Asian and Minority Ethnic (B.A.M.E.) community, who are both currently under-represented at this level and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

DISABILITY

As an equal opportunities employer, we welcome applications from all suitably qualified persons. As the School is committed to the principles of the University's Disability Confident scheme, we would particularly encourage applications from disabled people, who are currently under-represented at this grade in this area and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

GENERAL

As an equal opportunities employer we welcome applicants from all sections of the community regardless of age, belief, disability, ethnicity, gender, gender expression, marital status, sex, sexual orientation and transgender status. All university appointments will be made through an objective, merit-based selection process.

Stonewall/Sexual Orientation

As a Stonewall Top 100 Workplace Equality Index Employer, we are committed to the principles of Stonewall and particularly encourage Lesbian, Gay, Bisexual and Trans and non-Binary (LGBT+) applicants who are currently under-represented at this grade and may have experienced barriers to entry and opportunity. All university appointments will be made through an objective, merit-based selection process.

Disability

As an equal opportunities employer, we welcome applications from all suitably qualified persons. As a Disability Confident leader, we particularly encourage applications from disabled people. All university appointments will be made through an objective, merit-based selection process.

Generic Statement

As an equal opportunities employer we support an inclusive working environment and welcome applicants from all sections of the community regardless of age, disability, ethnicity, gender, gender expression, religion or belief, sex, sexual orientation and transgender status. All university appointments will be made through an objective, merit-based selection process.