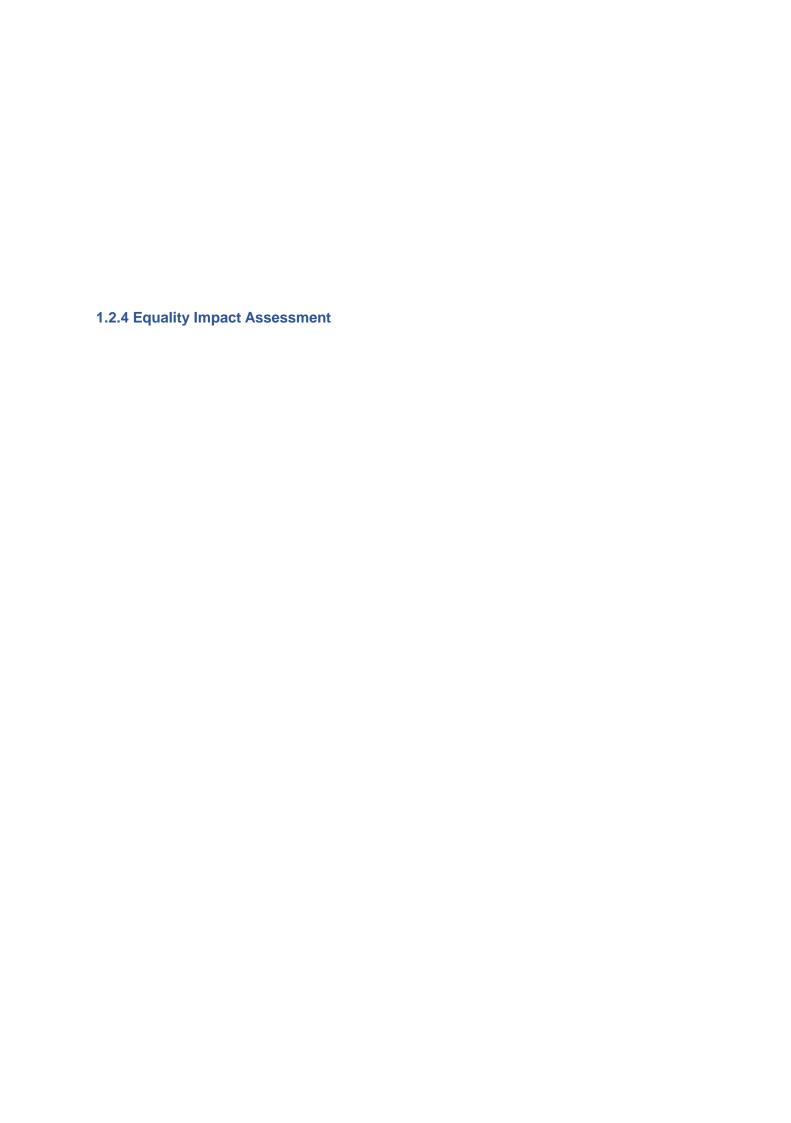


MAINSTREAMING REPORT

Equality Outcomes and Employment Information

INTERIM REVIEW APRIL 2023



RELIGIOUS BELIEF	2018/9	2019/0	2020/1	2021/2	2022/3
No religion					
Prefer not to say					

2.1 Equal

2.2	2 Equality Outcome 2: Pay Gaps are eliminated where the pay gap is significant in statistical terms in favour of any group.			

Unknown incl. PNTS

HR Partners attended a disability in the workplace conference which involved discussions on supporting disabled staff in the workplace and are considering appropriate actions in this.

The opportunity to request reasonable adjustments at the interview stage is available Discussions relating to reasonable adjustments take place at the earliest opportunity via HR inductions, and HR colleagues liaise with external expertise as appropriate. As mentioned earlier in the report, there are plans in place to review the recruitment procedure with an EDI lens. Disability will be considered along with other protected characteristics in this review.

2.5 Equality Outcome 5: Equality and diversity is embedded fully in the curriculum and in research

In relation to Research, actions under Outcome 4 apply.

In relation to embedding EDI in the curriculum, actions under Outcome 1 regarding the Race Equality Steering Group work-streams of fostering an anti-racist culture of understanding and decolonising the curriculum apply.

We value all contributions through an open, positive and healthy research and KE

2.6	Equality Outcome 6: More robust and comprehensive data is available on

2.7 Summary Table of Outcomes

our Governing Body, and those with whom

we engage in partnership in the delivery of the student learning experience

Outcome	Evidence Base	Activities and Outputs	April 2023 Update	PC (s) and general duty	Responsibility
Equality Outcome 1	Internal HR	Promote equality and			
	management	diversity in recruitment			
By 2025, our workforce	information; HESA	and reward of staff and			
will have increased in	Staff return; Outcome	in consideration of job			
diversity to better reflect the communities	Agreement Evaluation; Annual Report and	descriptions.			
it serves. This diversity	Accounts; Court Annual	Maintenance of agreed			
is represented on	Review; Externally	%age Gender Balance			
decision making bodies	Facilitated Court	on the University Court			
of the University.	Review (due 2021/22)	and its standing com04.61 3 .824 116.64 4	I		
We will adopt a broad					
to include non- executive directors on					

		and interviewing processes. Devise a proactive and strategic social media approach to increase our reach to a wider pool of high quality potential employees, and promote the university as an employer of choice for a diverse range of candidate.	External review of website & media conducted 2021. Ongoing fulfilment of resulting Action Plan	
		Conduct review of recruitment and selection practices to ensure that they ensure a fair, open and transparent process.	Review planned for next academic year 23/24	
Equality Outcome 2	Equal Pay Review.	Actions listed under	2023 Equal Pay	

Pay Gaps are eliminated where the gap is statistically significant.

Equal Pay Review. Actions liste Outcomes 1 Information HESA Staff 6 all apply. return.

Actions listed under Outcomes 1,3,4,5 and 6 all apply.

The University will take action to remove any statistically significant pay gap in favour of any group.

Actions captured in Equal Pay Review Action Plan.

2023 Equal Pay Review & Action Plan Published April 2023

Develop our approach

particular the participation of parttime female staff.

Continue to enhance gender equality initiatives beyond the traditional STEM domain of Athena SWAN through initiatives such as the Stonewall Equality Index and the Aurora programme.

Ongoing

Maintain Athena SWAN Bronze award, and achieve Silver award for Nursing. Institutional Bronze Award Submission due January 2024. Silver award for Nursing currently delayed

Continue to implement Vitae Researcher Development Framework and actively participate in Ongoing

Researcher Counts Project.

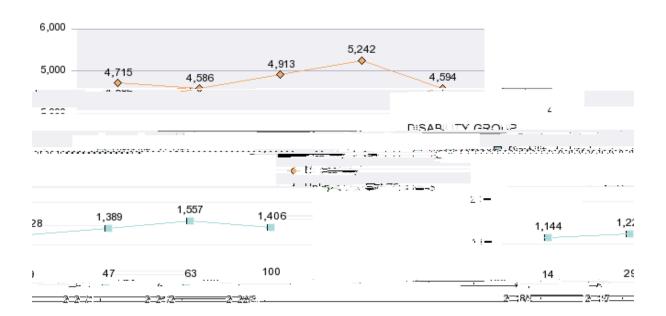
- 3. Section 3: Employment Information
- 4. Section 4: Resources

Evidence Base

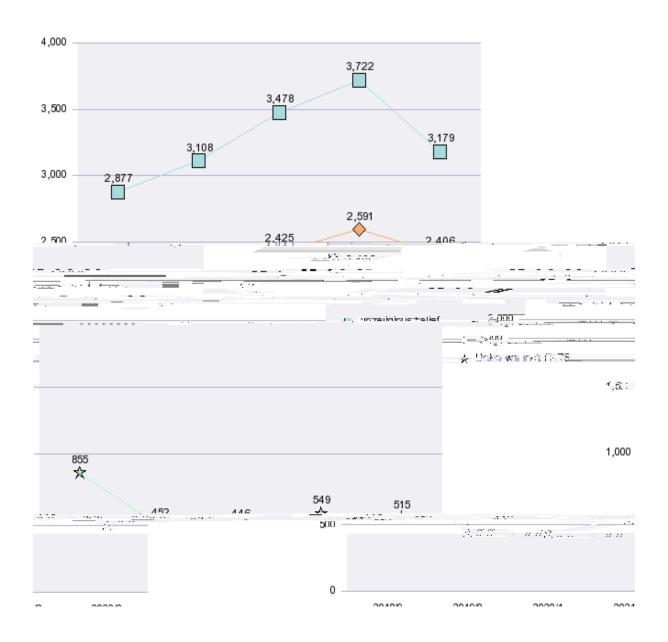
5. Section 5 – Management Information – Student Population Head Count (Excluding based overseas in collaborative partnership organisations)

SEX	2018/9	2019/0	2020/1	2021/2	2022/3
Female					
· omaio					

DISABILITY GROUP	2018/9	2019/0	2020/1	2021/2	2022/3
Disability Declared					
No Disability					
Unknown incl PNTS					
TOTAL	5873	5843	6349	6862	6100

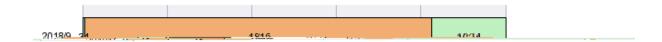


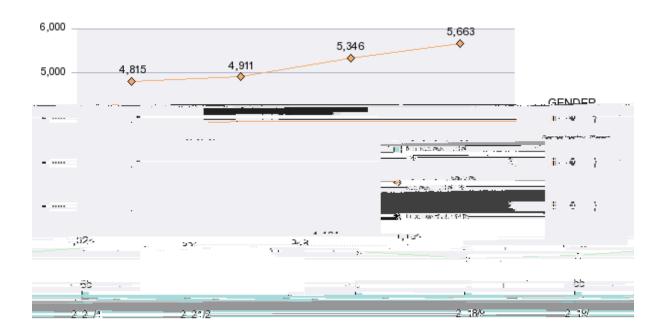
Minority Ethnicity Unknown incl PNTS	ETHNICITY	2018/9	2019/0	2020/1	2021/2	2022/3
	Unknown incl PNTS					



SEXUAL ORIENTATION	2018/9	2019/0	2020/1	2021/2	2022/3
Bisexual					

GENDER IDENTITY	2018/9	2019/0	2020/1	2021/2
Gender identity different from sex assigned at birth				
Gender identity same as sex assigned at birth				
Unknown incl. PNTS				
TOTAL	5873	5843	6349	6862





MARITAL STATUS	2018/9	2019/0	2020/1	2021/2	2022/3
Co-habiting					

