

**ROEHAMPTON UNIVERSITY (TRADING AS THE UNIVERSITY OF
ROEHAMPTON)**

EQUALITY OBJECTIVES - APRIL 2017 - 21

The Equality Act 2010 places a duty on all public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. It also requires some public authorities to set themselves at least one objective which they believe they should meet in order to fulfil the aims of the Public Sector Equality Duty (“PSED”).

As part of our on-going work to ensure compliance with the PSED, we have identified areas in which our current practices and policies need to be improved, in order to progress greater equality and diversity across all of our functions. These areas have been identified largely through information that we have collected over time through such means as working groups, surveys, consultation exercises and data analysis. They have also been significantly informed by the progress which we have made in achieving the equality objectives we published in April 2012.

The areas identified will be our priority aims for progressing our equality agenda over the next four years. We aim to:

1. Improve the recruitment of and retention of Black, Asian and Minority Ethnic (BAME) academic staff.
2. Improve our equality analysis process to ensure that all policies and procedures are equality impact assessed to determine their impact on individuals with protected characteristics.
3. Successfully apply for an Institutional Bronze Athena Swan award.
4. Increase our score in the Stonewall Workplace Equality Index by at least 15% by 2021.
5. Address evidence of differences in student outcomes (particularly in the areas of attainment and progression into graduate employment) and continue to support positive outcomes for all students.

6. Increase our efforts to establish and maintain an inclusive environment for all staff and students, and to improve our anticipation of the needs of our disabled staff and students in all areas of teaching and learning and service provision.
7. Continue to encourage the disclosure of protected characteristics with low disclosure rates and to increase our awareness raising of the benefits of disclosure and the role that it plays in promoting inclusivity and increasing accessibility at the University.
8. Further develop and implement procedures for ensuring that our collaborative partners and contractors have equality and diversity policies and practices in place that are or a standard acceptable to us and that are in keeping with the Equality Act 2010 and best practice.”

These objectives will be supported by an action plan and the University will report annually on the progress made in meeting them, as part of its Equality Report.

April 2017