



THE UNIVERSITY *of* EDINBURGH

EQUALITY OUTCOMES ACTION PLAN 2017-2021



Our Commitment to Equality and Diversity

The University of Edinburgh has a strong and long-standing commitment to equality, diversity and inclusion and to promoting a positive culture, which celebrates difference, challenges prejudice and ensures fairness. Our staff and students are our greatest assets and all members of the University community should expect to be able to excel, and to be respected and valued for their unique perspectives and contributions.

The University is a proud holder of an Athena SWAN Institutional Silver award, the first and only University in Scotland to hold this level of award, which recognises our work to address gender equality in higher education. We are committed members of the national Race Equality Charter, and we have developed an ambitious action plan to progress race equality throughout our institution. We are also recognised as a Stonewall Diversity Champion and a Carer Positive Employer, and have numerous active equality-related staff/student networks and committees.

This document sets out the University's Equality Outcomes for the period 30 April 2017 – 29 April 2021. These Outcomes extend on the University's Strategic Plan by reflecting the University's priorities with regard to equality, diversity and inclusion.

Context

Under the Equality Act 2010, the University is bound by the Public Sector Equality Duty (PSED) and must – in all its activities – have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The 'protected characteristics' defined by the Equality Act 2010 are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The PSED is underpinned by additional, devolved, specific duties. The Scottish specific duties came into force in May 2012 and require the University to publish various equality reports every 2 years from April 2013, and publish a set of equality outcomes every 4 years. Equality

Outcomes are broad results that will be achieved as a consequence of targeted actions to improve equality. The University published its first set of [Equality Outcomes](#) in April 2013 covering the period 2013-2017 and reported [progress](#) in achieving these in April 2015.

Development of the Equality Outcomes 2017-2021

Our Equality Outcomes 2017-2021 have been identified and shaped by:

- Review of the previous set of Equality Outcomes 2013-2017 and progress;
- Consideration of responses to staff and student surveys including the Race Equality Charter Survey, the Staff Disability Survey and the Social Responsibility & Sustainability Survey;
- Consultation with key stakeholders including Heads of Colleges/Support Groups, Convenors of Staff Networks, Chairs of College/Support Groups E&D Committees, E&D Coordinators, the Student's Association, and action-owners;
- Alignment with University strategic priorities, the Scottish Funding Council Outcome Agreement, and existing initiatives/activities across the University;
- Cognisance of external drivers such as the Scottish Funding Council Gender Action Plan;
- Guidance from Equality & Human Rights Commission, and the Equality Challenge Unit on developing equality outcomes.

Each outcome covers all of the 'protected characteristics', and is underpinned by targeted actions to achieve the outcome. The Equality Outcomes 2017-2021 were approved by Court at its meeting on 24 April 2017.

Monitoring progress

The University will publish a progress report by 30 April 2019, in line with legislative reporting requirements. We will review our outcomes no later than 30 April 2021.

Outcome 1: We provide an environment that is accessible, inclusive and safe.

Which of the PSED general duties does this outcome support?

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Which protected characteristic(s) does the outcome relate to?: All protected characteristics

Objective	Actions and timescales	Protected Characteristics	General Duty needs	Oversight/ Responsibility
Provide an inclusive and enabling environment for work and study.	Promote a culture of respect by raising awareness of the University's Dignity and Respect Policy, and providing guidance to staff and students from AY 2017/18.	All	<ul style="list-style-type: none"> • Eliminate unlawful discrimination and harassment • Foster good relations 	University HR Services – Equality, Diversity & Inclusion; Deputy Secretary – Student Experience
	Develop and publish a British Sign Language Plan by October 2018 to improve equity in education and employment.	Disability	<ul style="list-style-type: none"> • Advance equality of opportunity 	Deputy Secretary – Student Experience; UHRS – Equality, Diversity & Inclusion
	Improve awareness of, and support for mental health issues through implementation and promotion of the University's Student Mental Health Strategy and continuing to enhance support for student and staff wellbeing.	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	Deputy Secretary – Student Experience; Occupational Health; University HR Services
	Develop policy and provide dedicated support to disabled staff and managers encompassing advisory services, guidance and training, and promotion of understanding of equality in relation to disability.	Disability	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity • Foster good relations 	UHRS – Equality, Diversity & Inclusion

	Promote and embed the Accessible and Inclusive Learning Policy (AILP) into standard learning and teaching practice.	Disability	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	Senate Learning & Teaching Committee
	Enhance support for disabled students through improvements to infrastructure, communications and the implementation of adjustments.	Disability	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	Vice Principal People & Culture; Deputy Secretary – Student Experience; Heads of School
	<p>Deliver on the Learning & Teaching Strategy commitment to promote equality, diversity and inclusion in the curriculum.</p> <p>Pilot the Higher Education Academy’s standard for Embedding Equality and Diversity in the Curriculum (EEDC) in a small number of programme areas in AY 2017/18.</p>	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	Senate Learning & Teaching Committee
	Actively celebrate the diversity of our staff and student community through an ongoing programme of events such as the Gather Festival, and strengthen international and intercultural competencies on our campuses.	All	<ul style="list-style-type: none"> • Foster good relations 	Edinburgh Global; Vice Principal People & Culture; Edinburgh University Student’s Association
	Act as a University of Sanctuary, providing supported opportunities to access English-language and degree-level study to asylum seekers, refugees and people with humanitarian protection.	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	Edinburgh Global
Provide an environment that is accessible and safe.	Improve the accessibility of the University’s estate through continuing to integrate equality consideration into the building and maintenance programme and ensuring timely response to required equality adjustments.	Disability	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	Estates Committee; Director of Estates

	Develop a more effective system to generate and execute Personal Emergency Evacuation Plans (PEEPs).	Disability	<ul style="list-style-type: none"> • Eliminate unlawful discrimination 	PEEPs Working Group
	Continue to develop communications, support services, policies and procedures to reduce sexual harassment and sexual violence on campus.	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	Director of Student Wellbeing

Outcome 2: Equality, diversity and inclusion are embedded in all that we do.

Which of the Equality Act 2010 general duties does this outcome support?

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Which protected characteristic(s) does the outcome relate to?: All protected characteristics

Objective	Actions and timescales	Protected Characteristics	General Duty needs	Oversight/ Responsibility
Provide data to support progression of equality, diversity and inclusion.	<p>The University's Equality and Diversity Monitoring and Research Committee (EDMARC) will continue to publish comprehensive annual reports of student and staff data by protected characteristics.</p> <p>Heads of School will formally respond to their data and implement actions to address areas of concern, from April 2017.</p>	All	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	EDMARC

<p>Equality, diversity and inclusion principles are embedded in our governance, strategy and planning.</p>	<p>Implement a succession plan to improve the diversity of University Court. This comprises the following:</p> <ul style="list-style-type: none"> • Compile the gender and ethnic composition of Court and use this to inform recruitment of new co-opted members; • Regularly update the skills register of current Court members and use this to inform recruitment of new co-opted members; • Widely advertise Court vacancies, including using the Women on Boards platform, and encourage applications from under-represented groups; • Collect equality information from applicants and use this to inform future recruitment exercises; • Operate a Court mentoring scheme and induction process for new members; • Encourage and fund new Court members to attend relevant training courses, including those with equality and diversity content (e.g. Leadership Foundation for Higher Education New Governor courses); • Review the Court’s Equality and Diversity Policy; • Consider unconscious bias training for Court members involved in recruitment. 	<p>All</p>	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	<p>University Court</p>
	<p>Promote the effective use of Equality Impact Assessment (EqIA) to improve the account taken</p>	<p>All</p>	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	<p>UHRS – Equality, Diversity & Inclusion</p>

	of equality impact in governance, decision-making, policy and practice across the University.		<ul style="list-style-type: none"> • Foster good relations 	
	Review and refresh the University's Equality & Diversity Strategy.	All	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity • Foster good relations 	Vice-Principal People & Culture; UHRS – Equality, Diversity & Inclusion
Promote understanding of equality, diversity and inclusion throughout the University community.	Expand provision and improve take-up of equality, diversity and inclusion training and learning opportunities.	All	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity • Foster good relations 	UHRS – Equality, Diversity & Inclusion; Deputy Secretary – Student Experience
	Continue to improve religious literacy and understanding through a sustained programme of activity across the University and the wider community.	Religion/ Belief	<ul style="list-style-type: none"> • Foster good relations 	Chaplaincy
Outcome 3: We have equity of pay for all staff.				
Which of the Equality Act 2010 general duties does this outcome support? - Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not				
Which protected characteristic(s) does the outcome relate to?: All protected characteristics				
Objective	Actions and timescales	Protected Characteristics	General Duty needs	Oversight/ Responsibility
Use data to inform reward management, policy and practice.	Continue to conduct and publish biennial Equal Pay Audits, and report on the pay gap by gender, race and disability.	All (and particularly Gender, Race, Disability)	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	Remuneration Committee; UHRS – Reward

Reduce the gender pay gap at Grade 10.	Implement recommendations from the Gender Pay Gap Task Group. These include: <ul style="list-style-type: none"> reference to internal and external comparators for staff newly appointed or promoted to grade 10; increased use of Performance data in Grade 10 contribution review process http://www.ed.ac.uk/files/atoms/files/actions_to_address_gender_pay_gap.pdf	Gender	<ul style="list-style-type: none"> Eliminate unlawful discrimination Advance equality of opportunity 	Remuneration Committee; Heads of College/Support Groups
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Outcome 4: We have a diverse community of staff and students, who are able to reach their full potential.

Which of the Equality Act 2010 general duties does this outcome support?

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Which protected characteristic(s) does the outcome relate to?: All protected characteristics

Objective	Actions and timescales	Protected Characteristics	General Duty needs	Oversight/ Responsibility
Attract a diverse workforce and student body	Attract the world's most talented students and staff through the implementation of the Edinburgh Global Engagement Plan 2017-2020. This will include: <ul style="list-style-type: none"> Continuing to design and pilot global access recruitment and support programmes such as the MasterCard Foundation Scholars Program; 	All	<ul style="list-style-type: none"> Advance equality of opportunity Foster good relations 	Edinburgh Global; University HR Services

	<ul style="list-style-type: none"> • Attracting students from a wider range of socio-economic backgrounds around the world through new scholarships and financial assistance; • Providing a dedicated support and guidance for international staff. 			
	<p>Provide employment opportunities to young people from diverse backgrounds through the implementation of a Youth Employment Strategy. This will include:</p> <ul style="list-style-type: none"> • increasing the numbers of Modern Apprenticeship opportunities; • enhancing existing on campus employment of students; • actively promoting the University to young people in the local community. 	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	UHRS – Resourcing
	Provide supported internship opportunities for disabled people in partnership with Inclusion Scotland from AY 2017/18.	Disability	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	UHRS – Resourcing
	<p>Continue to engage with the Equality Challenge Unit ‘Attracting Diversity in Student Recruitment’ project and develop actions and pilot initiatives to address gender imbalance in specific UG programmes.</p> <p>Provide training for admissions and student recruitment practitioners including sessions on Equality and Diversity in Admissions, and the Risk of Unconscious Bias in Admissions.</p>	Gender	<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Advance equality of opportunity 	Student Recruitment and Admissions; relevant programme staff
Provide a supportive	Continue to participate in the Equality Challenge Unit’s Athena SWAN award scheme,	Gender/	<ul style="list-style-type: none"> • Advance equality of opportunity 	Advancing Gender Equality Steering

culture where all can progress and succeed.	maintain our Institutional Silver award, implement the University's Athena SWAN action plan, and provide support for departmental submissions.	Gender reassignment		Group; UHRS – Equality, Diversity & Inclusion
	Further develop and implement the University's Race Equality Action Plan to remove barriers to progression and drive systemic change.	Race	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	Race Equality Steering Group; UHRS – Equality, Diversity & Inclusion
	Continue to support, engage and consult with Staff Networks and Student Groups to inform the development and delivery of policies, practices and services to maximise value and impact.	All	<ul style="list-style-type: none"> • Advance equality of opportunity • Foster good relations 	UHRS – Equality, Diversity & Inclusion; Deputy Secretary – Student Experience