

Equality, Diversity and Inclusion (EDI) Priorities 2021-25

The University of Northampton's strategic objectives support the University's commitment that all students, staff, visitors, and others we have contact with, are treated fairly, equitably and with dignity and respect.

EDI is not considered to be the responsibility of specialist individuals at the University but forms part of all our responsibilities be it staff, student, visitors and others we have contact with, and is integrated in the culture and ethos of the university. The University adopts an evidence-based approach to planning, implementing and evaluating its impact on EDI.

These priorities have been developed to advocate the Universities responsibilities under the [Public Sector Equality Duty \(PSED\)](#), namely to:

- Eliminate unlawful discrimination on the grounds of a protected characteristic;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and people who do not.

These priorities are related to the **protected characteristics** within the Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

To deliver on the priorities, a rolling action plan is owned and implemented through the Student Equality, Diversity and Inclusion Forum (SEDIF). The rolling action plan details the steps taken towards achieving the Student EDI priorities and records on-going progress. The rolling action plan also provides visibility of current issues or emerging concerns that are raised by the SEDIF. The current plan prioritises addressing the barriers to success for our Global Ethnic Majority Students (GEM) across all intersections of protected characteristics.

An Annual report will be provided to the University Management Team and the Board of Governors regarding progress made in relation to the priorities and action plans to provide assurance that the University is fulfilling its responsibility.

Close the GEM Award Gap

Create a culture where GEM students succeed at University and in their chosen career post-graduation.

Priorities	Actions	Responsible
a) Amplify the voices and visibility of GEM members of the UON community, both students and staff	<ul style="list-style-type: none"> • Programme of student voice engagement • Black student advocate programme • GEM representation within the Students' Union. • GEM student representation on DELTA. • Review of committees to ensure GEM staff and student voice represented 	<ul style="list-style-type: none"> • SU President • Head of Academic Practice • Director of HR, Academic Registrar and Clerk to the Board of Governors
b) Decoloniality of education, learning and teaching, and assessment.	<ul style="list-style-type: none"> • Embed international pedagogies and Decoloniality within the discourse of L&T at UON, as a core theme within the work of LTE, and thereby impact the L&T culture of the wider university • Provide opportunities and resources/platforms to share examples of practical initiatives and good decoloniality practice developed by staff at UON • Widen engagement across the academic staff body with these initiatives • Focus on measuring impact on student achievement and experience • Embed Decoloniality as a core element within C@N-DO Re-Accreditation • Challenge the assumed hierarchical relationship between UON and its international partners 	<ul style="list-style-type: none"> • Head of Academic Practice • Head of Learning and Teaching Enhancement

Priorities	Actions	Responsible
c) Review and amendment of terminology related to ethnicity, and improve understanding of race, ethnicity and diversity in the UON community .	<ul style="list-style-type: none"> • Adoption of term GEM (Global Ethnic Majority) to affirm non-white students • Ensure all communication, reflects GEM • Promotion of diversity across student body • Promote staff development including completion of the online Union Black course • Promote equality, diversity and inclusion development opportunities for students 	<ul style="list-style-type: none"> • Chair Student EDI Forum • Director of Enterprise and Employability • Head of Staff Development
d) Extend research and evidence base to inform success measures and impact measurement	<ul style="list-style-type: none"> • Learning and teaching research grants • Expand understanding of intersectionality • Share and implement research findings and inform practice • Application of LEARN • Develop KPIs • Produce annual report • Thought leadership 	<ul style="list-style-type: none"> • Student EDI Forum • Director of Library and Learning Services

Governance and Accountability

To ensure that EDI is at the core of leadership and decision making related to the student experience through analysing data and using Equality Impact Assessments

To ensure credibility and integrity of equality data through engagement with the student body and the Northampton Students' Union (NSU)

Priorities	Measures	Responsible
a) S EDIF is accountable for the Student EDI plan.	<ul style="list-style-type: none"> Successfully achieve the outcomes of the plan by the end of 2024/25 Academic year 	<ul style="list-style-type: none"> DVC/Chair of SEDIF
b) The EDI plan is published, together with an annual report of progress accompanied by communications attimely periods.	<ul style="list-style-type: none"> EDI Plan developed EDI Plan signed off EDI Plan published Annual EDI report developed Annual EDI report published Milestone/KPI progress shared 	<ul style="list-style-type: none"> Director of Enterprise and Employability Head of Access and Participation Student EDI Forum
c) Equality Impact assessments (EIA) areundertaken for all business change i.e. amendments to policy, procedure,practice and activities that affect students at the appropriate milestone points.	<ul style="list-style-type: none"> EIA tool is fit for purpose and used without exception as a valuable insight tool resulting inchange. All key post holders identified as responsible for policies, procedures and major decision making have undertaken training in Equality Impact Assessments. 	<ul style="list-style-type: none"> Executive Director of HR All policy owners and decision makers UMT Staff Development

Priorities	Measures	Responsible
<p>d) University policies, procedures and practices support and enhance the experience of students with protected characteristics</p>	<ul style="list-style-type: none"> • All university practices and guides are reviewed on an annual basis to ensure compliance with legislation and enhanced student experience, considering protected characteristic groups and completion of EIA. • All university policies and procedures are reviewed every three years, unless required sooner, to ensure compliance with legislation and enhanced student experience, considering protected characteristics and completion of EIA. • All content both physical and digital produced by the University meet AA accessibility standards. 	<ul style="list-style-type: none"> • UMT • Deans and Directors • Policy and procedure owners • All staff responsible for published content

Priorities	Measures	Responsible
<p>e) We have representative and diverse university forums and committees that support inclusive decisions and practices</p>	<ul style="list-style-type: none"> • All university forums and committees are reviewed each academic year and have fully representative membership to ensure diversity of thought and approach. • Terms of reference are updated to reflect commitment to a diverse membership. 	<ul style="list-style-type: none"> • UMT • Committee chairs • Employee networks
<p>f) The EDI agenda is a whole community priority of staff, students and stakeholders actively involved in driving change.</p>	<ul style="list-style-type: none"> • The Student EDI forum works in collaboration with the Staff Equality, Diversity and Inclusion Forum and the NSU with visible joint initiatives. • The achievements under EDI are recognised by students as positive and impactful • University leaders and managers hold a zero-tolerance stance to any form of discrimination, inequality, bullying and harassment 	<ul style="list-style-type: none"> • UMT • DVC/Char of SEDIF • Staff EDI forum • Northampton Students' Union
<p>g) Actions we take and initiatives we introduce are evidence based and determined by data and evaluated for impact</p>	<ul style="list-style-type: none"> • Planning includes a variety of staff from across the University to provide evidence and context. • Initiatives are followed up with impact reports to determine success. • Results of any student surveys convey positive responses to the University behaviour 	<ul style="list-style-type: none"> • DVC/Chair SEDIF • Staff EDI forum