

Equality Objectives - Middlesex University

Introduction

The public sector equality duty consists of a general equality duty which is set out in the Equality Act 2010 itself, and specific duties which are imposed by regulations. The aim of the general equality duty is to integrate consideration of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a characteristic and those who don't.
3. Foster good relations between people who share a characteristic and those who don't.

The University has decided to focus on students in the publication of its first set of equality objectives. The reason for this is the changing context of student funding and the University's strong desire to enhance the student experience.

Public authorities also covered by the specific duties

The University must:

- Prepare and publish equality objectives by 6 April 2012, and at least every four years after that.
- Ensure that the objectives are specific and measurable, and set out how progress towards the objectives will be measured.
- Publish details of their engagement in developing the equality objectives also at least every four years, and in line with their publication of objectives.
- Consider its published equality information before preparing and publishing these objectives
- Publish the objectives in a reasonably accessible format either as an individual document or as part of another report.

The University has taken into account all of the above involving a variety of stakeholders in the development of the objectives.

Purpose

The purpose of setting objectives is to strengthen our performance of the general equality duty.

The process of developing and setting objectives is to focus on achieving specific outcomes and ensure progress is made toward the set objectives.

The equality objectives play an important part in demonstrating the University's compliance with the duty. However they are only a part of our approach to equality and diversity at Middlesex which

encompasses everything that we are striving to achieve. The University is actively engaged in a wide range of equality actions both internally and externally. We have expanded our social responsibility agenda to include aspects of equality and continued our excellent work in the encouragement of participating in higher education in our local communities.

Publication

We will revise and publish another set of objectives no later than four years after the publication of our first objectives. However, we can revise and publish our equality objectives more frequently if we so wish and we will try to bring their development into line with our usual business planning timetable.

There are no set requirements on which format the publication of our objectives should be based. However, we will publish in a manner that is reasonably accessible to the public as an individual document or as part of another document through our external website.

Objective: 1

Improve participation of UK first degree students in receipt of Disabled Students Allowance

Key performance indicator(s) 6% of all students will be in receipt of Disability Students Allowance by 2016

Rationale The University is committed to being an inclusive place for teaching and learning for all students. We have consistently attracted disabled students with a wide range of conditions however we would like to improve on this position.

This objective has a strong link with our Access Agreement

Objective: 2

Maintain proportion of UK first degree students new entrants from ethnic minorities at 50%.

Key performance indicator(s) 50% of UK first degree students are from ethnic minorities in the academic years from 2012-13 to 2016-17

Rationale To continue the excellent work of the University in enabling the widest possible access and participation in higher education
Link to CSR Objective 6: Facilitate the increased participation in higher education of students from the widest possible range of backgrounds, ethnicities and nationalities
This objective has a strong link with our Access Agreement

Objective: 3

Maintain achievement of good honours (1st & 2:1) amongst UK full-time under -graduate disabled students

Key performance indicator(s) 57% of disabled students will achieve good honours (1st & 2:1) in the academic years from 2012-13 to 2016-17

Rationale The University wants to ensure that all students reach their full potential. Disabled students have been on an upward trend in attainment and Middlesex aims to sustain these progressive levels. This objective has a strong link with our Access Agreement

Objective: 4

Maintain and increase achievement of good honours (1st & 2:1) amongst UK full-time under -graduate students from an ethnic minority

Key performance indicator(s) Increase in the number of ethnic minority UK full time under-graduates who achieve good honours (1st & 2:1) in the academic years from 2012-13 to 2016-17

The baseline percentage is 48.10% in 2009-2010 the target is 52% by 2016-17

Rationale The University wants to ensure that all students reach their full potential. Disabled students have been on an upward trend in attainment and Middlesex aims to sustain these progressive levels. This objective has a strong link with our Access Agreement

Objective: 5

Improve equality monitoring information for staff

Key performance indicator(s)	<p>That all application forms for jobs at the University will include notification of sexual orientation and religion or belief by September 2012</p> <p>Accurate data on staff returning from maternity leave by the reporting period ending December 2014</p>
Rationale	<p>Currently it is not possible to measure across all of the protected characteristics in the Equality Act 2010.</p> <p>In line with the requirements of the Equality Act 2010, we will seek to close 'data gaps' with regard to all protected characteristics by gathering quantitative information through appropriate mechanisms.</p> <p>The Higher Education Statistics Agency is introducing new reporting classifications that will enable institutions to report staff and student religion or belief and sexual orientation. Benchmarking will be possible in the future. A considerable number of higher education institutions have already introduced this monitoring for staff, or are in the process of doing so.</p> <p>Enhance the information we hold on our staff in protected characteristics for which we do not hold data e.g. sexual orientation, religion or belief.</p>