



RAVENSBOURNE

EQUALITY OBJECTIVES 2012

OBJECTIVE 1: Introduction of a Single Equality Scheme				
Context Until April 2012 Ravensbourne operated under two separate Action plans; for Disability and Gender and for Race. The Equality Act 2010, with extended scope has led to the view that a Single Equality Scheme is better fit for purpose.				
Organisational and HR Objectives	Equality and Diversity Objective	Actions to progress	Outcomes	Measures/ Timescales
<ul style="list-style-type: none"> • Organisational Objective People and Partnerships • HR Objectives Objective 3¹ 	<ul style="list-style-type: none"> • Foster good relations between staff from different groups 	<ul style="list-style-type: none"> • Draft Equality Scheme to be approved by the Diversity Committee • First review of the Single Equality Scheme documentation and Action Plan by March 2013. 	<ul style="list-style-type: none"> • All staff to be fully aware of the different protected characteristics and obligations under the Equality Act 2010. • For HR, in conjunction with departments, to implement the various action points set in the Single Equality Scheme. 	<ul style="list-style-type: none"> • Single Equality Scheme to be approved and circulated by December 2013.

¹ Objective 3: To achieve a workforce that mirrors the community that Ravensbourne serves and to continue to work towards achieving equality of opportunity for all staff. (Extract taken from Human Resources Strategy 2010 to 2016)

OBJECTIVE 2: To achieve a more appropriate gender balance across the institution

Context

Ravenbourne has a healthy split of male and females, in particular when looking at Senior and Middle managers. When benchmarking across a selection of five other similar size and type HEIs, Ravensbourne is averagely placed in terms of its gender split and when comparing against LBG, this is almost equal to that of Ravensbourne's staff profile this year.

Organisational and HR Objectives	Equality and Diversity Objective	Actions to progress	Outcomes	Measures/ Timescales
<ul style="list-style-type: none"> • Organisational Objective People and Partnerships • HR Objectives Objectives 1, 3, 6 and 7. ² 	<ul style="list-style-type: none"> • To achieve a workforce that mirrors the community that Ravensbourne serves and to continue to work towards achieving equality of opportunity for all staff. 	<ul style="list-style-type: none"> • Broaden the pool of sessional staff by more effective and proactive promotion of sessional job opportunities for women. • To establish through the gathering of quantitative and qualitative data for the annual Gender Equality Monitoring Assessment reports, whether the wording of advertisements should be reviewed in order to encourage more suitably qualified women to apply for academic jobs. • To meet with appropriate industry contacts with a view to establishing mutually beneficial projects around gender. 	<ul style="list-style-type: none"> • To achieve a more evenly balanced ratio of male and female Academics. 	<ul style="list-style-type: none"> • To increase the proportion of women who hold academic posts from 32% to 37% by December 2012.

² Objective 1: To recruit and retain high calibre staff for Ravensbourne, especially in those areas where strong linkages with industry are required and which focus on enterprise and innovation as well as academic disciplines in a digitally-inspired environment.

Objective 6: To ensure Ravensbourne's reward systems are developed around its business priorities and to reward staff appropriately

Objective 7: To monitor the employment relationship with fixed-term hourly-paid sessional staff and continue to rationalise Ravensbourne's sessional staffing compliment.

(Extract taken from Human Resources Strategy 2010 to 2016)

OBJECTIVE 3: To achieve a workforce that mirrors the community that Ravensbourne serves and to continue to work towards achieving equality of opportunity for all staff

Context

Ravensbourne has a proportion of 13% BME staff, of which the ethnicity categories cover those outlined under the London Borough of Greenwich census. This is an increase of 5% from last year's total, demonstrating that the outcome of our recruitment efforts is now beginning to reflect the local equality profile.

Organisational Objectives	Equality and Diversity Objective	Actions to progress	Outcomes	Measures/ Timescales
<ul style="list-style-type: none"> • Organisational Objective Reach or Connect • HR Objectives Objectives 1 and 3 	<ul style="list-style-type: none"> • To eliminate unlawful racial discrimination; promote equality of opportunities and promote good relations between people of different racial groups 	<ul style="list-style-type: none"> • To continue the Institution's engagement with the Network for Black Professionals • To continue to analyse the ethnicity groups of applicants and to ensure no discrimination is taking place. • To annually analyse the salary range; take-up of training; application of disciplinary procedures; applications for promotion; length of service; exit information and staff development between different ethnic groups • To continue to broaden out contacts in the local area of Greenwich, such as the Learn and Work Centre with a view to advertise all vacancies with this Centre before extending out to other publications. 	<ul style="list-style-type: none"> • All candidates to have equal opportunities in applying for vacancies at Ravensbourne and to have equal opportunities at interview stage. • To continue to develop strong links with the local community so the staff composition reflects the local community. 	<ul style="list-style-type: none"> • To have increased the percentage of BME staff from 13% to 22% by April 2014.

		<ul style="list-style-type: none">• Annually review recruitment campaigns to increase the number of candidates declaring their ethnicity at all stages of the recruitment process.		
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OBJECTIVE 4: Advance equality of opportunity for disabled candidates and staff

Context

The proportion of staff with declared disabilities at Ravensbourne is 10%, which is higher than all other similar sized HEIs. In order to ensure that Ravensbourne maintains this standard, it needs to ensure that it continues to offer positions to candidate's who declare themselves to have a disability. Ravensbourne has maintained valuable links with the Business Focus Team and been very proactive in its work to ensure equal of opportunity for all staff and candidates applying for positions at Ravensbourne. This objective ensures this proactive approach is maintained and our percentage of disabled staff in comparison to other similar sized HEIs remains comparable.

Organisational Objectives	Equality and Diversity Objective	Actions to progress	Outcomes	Measures/ Timescales
<ul style="list-style-type: none"> • Organisational Objective Reach or Connect • HR Objectives Objectives 1 and 3 	<ul style="list-style-type: none"> • To ensure to continue to advance equality of opportunity for disabled candidates to ensure the Institution meets its obligations as an employer of people with disabilities 	<ul style="list-style-type: none"> • To promote the Disability Advice Line with an external agent (The Business Focus Team) • To continue to provide guidance to managers in the use of the Disability Advice Line • To maintain the Institution's status as a Two Ticks Symbol holder by ensuring that all disabled candidates who meet the minimum requirements of the post are given an interview. To make sure the symbol and appropriate wording is included in job advertisements to encourage more suitably qualified individuals with disabilities to apply for jobs at the Institution. 	<ul style="list-style-type: none"> • All candidates to have equal opportunities in applying for vacancies at Ravensbourne and to have equal opportunities at interview stage. • All staff to feel comfortable discussing disabilities in the workplace, whether they themselves have got a disability or their colleagues may have. 	<ul style="list-style-type: none"> • To have increased the proportion of people with disabilities in the institution workforce from 11% to 13% by August 2012. • For all staff who have declared a disability to have had at least one disability meeting within one year.

		<ul style="list-style-type: none">• To continue to track and monitor the responses to advertisements and throughout the recruitment process from disabled people• To continue to prepare an annual report to the Diversity Committee on staff disability profile and progress• To promote disability awareness, including mental health, amongst sessional staff with a view to encouraging individuals to disclose any disabilities.• To conduct annual disability meeting with individuals who have formally declared a disability to Ravensbourne to gain feedback and inform actions.		
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OBJECTIVE 5: To continue to raise awareness and foster good relationships between staff from different groups

Context

The Equality Act 2010 broadened the scope in terms of the areas organisations look at with regards to protected characteristics. The Act includes religion and sexual orientation as measureable protected characteristics. It is therefore seen as an appropriate time to measure, compare and raise awareness in these areas.

Organisational Objectives	Equality and Diversity Objective	Actions to progress	Outcomes	Measures/ Timescales
<ul style="list-style-type: none"> • Organisational Objective People and Partnerships • HR Objectives Objectives 1, 3 and 5.³ 	<ul style="list-style-type: none"> • Raise awareness and foster good relationships between staff from different religious groups. 	<ul style="list-style-type: none"> • To conduct a survey on religious background with current staff that gains maximum return rate without requiring too much of a disruption, so that better information is obtained about the distribution of religious groups across the Institution. • To develop an e-learning module, with the aim of promoting awareness of different religious groups. 	<ul style="list-style-type: none"> • To raise an awareness of the different religious groups and an understanding of these groups. • To be able to publish comprehensive data on Ravensbourne different religious groups 	<ul style="list-style-type: none"> • To be able to accurately report on the different religious groups so reports can be drawn up and assessed as to whether there are any areas to focus on in terms of promoting equality of opportunity for different religious groups within one year. • To be able to compare our data against comparators for different religious groups within one year, including relevant public authorities and national information once the basic data improves.
<ul style="list-style-type: none"> • Organisational Objective People and Partnerships • HR Objectives Objectives 1, 3 and 5. 	<ul style="list-style-type: none"> • Raise awareness and reduce discrimination based on sexuality. 	<ul style="list-style-type: none"> • To speak with individuals in minority groups, as to how best to promote awareness and understanding of different sexualities. 	<ul style="list-style-type: none"> • To raise an awareness of the different sexualities amongst staff. 	<ul style="list-style-type: none"> • To be able to accurately report on the different sexual orientation groups so reports can be drawn up and assessed as to whether there are any areas to focus on in terms of promoting equality of opportunity for these different groups within one year.

³ Objective 5: To achieve maximum productivity across Ravensbourne’s workforce.
(Extract taken from Human Resources Strategy 2010 to 2016)

				<ul style="list-style-type: none">• To be able to compare our data against comparators for sexual orientation within one year, including relevant public authorities and national information once the basic data improves.
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