



LIVERPOOL
HOPE
UNIVERSITY

Est. 1844

Equality and Diversity Objectives

2019-2024

Consistent with its Mission, Liverpool Hope strives to be a University where the individual and individuality matter. We hold students, staff and visitors in high regard and we seek to foster a working and learning environment that recognises and respects difference.

Liverpool Hope is committed to developing a framework that ensures that equality and diversity are mainstreamed into the full range of its activities. The University Equality and Diversity Objectives are set to eliminate unlawful discrimination and promote equality as required in the Specific Duties defined as a Public Authority under the Equality Act of 2010. The Objectives are reviewed annually.

University Registrar

2.	Improve data monitoring for staff and those who apply to join the work force		
	Ensure that the University has a complete Equality and Diversity picture of its staff and those who apply to join the workforce of the University.	The University will have a more complete data set in relation to its staff and applicants.	Director of Personnel Timeframe: 2019-2024
	Facilitate recruitment of staff from the widest pool of applicants.	The University staff data will be within the benchmarks indicated by the national staff equality data report for higher education institutions, published annually by Advance HE.	
3.	Recruit, retain and reward our academic, professional and support staff		
	Increase the representation amongst the University support and professional staff of those with certain protected characteristics, for example BAME.	The diversity of the work force will increase during this period to be within the benchmarks indicated by the national staff equality data report for higher education institutions.	Director of Personnel; Whole University Community Timeframe: 2019-2024
	Challenge gender equalities across the University, for example increasing representation of women and those who identify as women at Grade 9 and above and amongst the campus operatives; increasing representation of men and those who identify as men amongst the administrative staff.	The University will take appropriate steps to address the relative underrepresentation of men and women in the identified roles.	
	Ensure that Liverpool Hope University is a fully inclusive environment in which staff feel able to report protected characteristics and in which they can thrive.	The University will have improved rates of disclosure in relation to protected characteristics in order to better understand its work force. The University will have a series of Networks in place to support staff with particular protected characteristics e.g. for LGBT, BAME and Disabled Staff.	
4.	Improve Campus Accessibility for students, staff and all who visit the University		
	Ensure that the estate complies with current legislation, including Building Regulations Part M: Access to and use of buildings, and that reasonable	All new buildings and refurbishments will be compliant with legislation as appropriate within	Director of Estates

	adjustments are made to the premises as detailed in the appropriate Sections of the Equality Act 2010.	the constraints imposed by the listed status of some of the estate.	Timeframe: 2019-2024
	Engage with feedback from staff, students and those who visit the campus in relation to the future development of the campus in relation to matters relating to equality and diversity.	Reports on response to feedback by the Director of Estates to Equality and Diversity Steering Committee.	
	Ensure that the University campus map is available in a range of formats and is up to date.	Availability in a range of formats, of an accurate campus map.	
5.	Enhance the University's inclusive approach to learning and teaching throughout the curriculum.		
a.	Embed an inclusive approach from co-design through to learning and teaching approaches in the classroom, encompassing assessment and annual review as a core element of the University approach to quality assurance and enhancement.	Appropriate reporting across the Committee structure through to University Senate and Council.	Director of Learning and Teaching Development; Heads of Subject/Department; Whole University Community. Timeframe: 2020-2024
b.	Carry out inclusive curriculum audits for all provision, initially at the whole University level and then at the programme/subject level.	Audits will inform the annual review of School/Department provision.	
c.	Ensure staff have the opportunity for development in understanding of inclusive practice.		
6.	Enhance the University's culture of dignity and respect		
a.	Embed an inclusive culture where staff and students feel confident and supported e.g. students who appeal or make complaints	Managers will receive mandatory training in relation to Equality and Diversity, for example in relation to unconscious bias. Complaints and Appeals will reflect the University community and not disproportionately be received from those with protected characteristics.	Whole University Community;
b.	Implement and promote the Dignity at Work Policy.	The policy will be embedded in University life through a series of staff training events.	
			Director of Personnel;

