

## Success Framework

### Diversity in Recruitment:

	Staff	Students
Outcome	Increase gender, ethnicity and disability balance of successful applicants in all roles	Reduce the ratio gap in entry rates for POLAR4 quintile 5 and quintile 1 students (APP)
Progress	100% of staff involved in recruitment, advertising, shortlisting and interviewing to have received training  Increase gender, ethnicity and disability balance of applicants at application, short list and interview stage	Establish the Access and Participation Plan Working group which will review targeted recruitment activities and scholarship provision

### Equality of Experience:

	Staff	Students
Outcome	No significant difference in retention rates for staff with protected characteristics Reduction in equal, gender and ethnicity pay gaps No significant difference in prevalence of disciplinarys/complaints or their outcomes for staff with protected characteristics	Reduction of difference in non-continuation rates for POLAR4 quintile 1 and 5 students and young and mature students
Progress	100% of staff involved in recruitment, advertising, shortlisting and interviewing to have received training No interview panels of single gender <sup>5</sup> Balanced distribution of internal strategic/ discretionary funding to staff	Establish the Access and Participation Plan Working group which will review targeted recruitment activities and scholarship provision Balanced distribution of internal strategic/ discretionary funding to students

**Inclusive Environment:**

	Staff	Students
Outcome	Awards to staff to have balanced distribution for ethnicity, gender and disability	Responses to Nottingham student experience survey revealing no significant difference in perceived experience for different Awards to students to have balanced distribution for ethnicity, gender and disability
Progress	All of our staff to be aware of our institutional commitment to EDI, and to understand what this means for them. 100% of line managers to engage in EDI training or development during 2020-2021 10% of our staff to actively engage in activities which support EDI	All of our students to be aware of our institutional commitment to EDI, and to understand what this means for them 5% of our students to actively engage in activities which support EDI

**Progression and Performance**

	Staff	Students
Outcome	Increased gender and ethnicity representation in senior levels (6 and 7) Increase gender and ethnicity representation in leadership roles Equality of likelihood of success in staff promotions for gender, ethnicity and disability	Reduction of degree awarding gap for ethnicity and students with a disability
Progress	Increase gender and ethnicity diversity in engagement in leadership training activities	Reduction of difference in performance on and engagement with modules for gender, ethnicity and disability

