

EDI Delivery Plan

This delivery plan sets out the University's equality objectives in line with the University's Equality and diversity strategic plan. These actions support the University's commitment to transform the way that all staff and students are supported. It is supporting the commitment to culture change through collaboration across the University.

Theme One: Demonstrable equality in experience for all of our staff and students		
	Action	Owner and Supporting Team(s)
1.	Review and improve our approach to flexible working throughout the organisation	Sphere Programme, Human Resources, Faculties and PS teams
2.	Improve ongoing support for implementing action plan for disabled staff	Strategic Change Unit, Human Resources, Faculties and PS teams
3.	Implement guidance and policies to strengthen our response to sexual misconduct	PVC EDI, Human Resources, Director of Campus Life
4.	Address bullying and harassment	Human Resources (Professional Development and Leadership and Management Academy), Communications, PVC EDI, Unions
5.	Understand how we can better support neurodiversity for staff and students	Sphere Programme
6.	Improve inclusion for Trans staff and students	Human Resources, Campus Life, Estates, Trans Working Group
7.	Implement Gender pay gap	PVC EDI, Human Resources
8.	Develop a dedicated training and development approach for Operation and Facilities Staff	Director of Estates, Human Resources (Professional Development)
9.	Explore opportunities to increase participation in Nottingham Advantage Award	Careers and Employability Service
10.	Increase diversity amongst those who lead our major and strategic research programmes	PVC RKE, Research and Innovation
11.	Review our support for wellbeing and mental health, in conjunction with the Wellbeing Strategic Delivery Plan consultation	Human Resources (including Professional Development), Faculties
12.	Develop post-doctoral research staff and career pathways	APVC Graduate School and Research Career Development, Head of Graduate School

Theme Two: Strengthen our diversity and improve inclusion across student & staff communities

	Action	Owner and Supporting Team(s)
1	Increase proportion of POLAR4 Quintile 1 students	Access and Participation Plan
2	Work with Widening Participation team to develop plan to support students from Polar1 groups during their time at University	Access and Participation Plan
3	Deliver activities to target BME degree awarding gap	PVC ESE, Action and Participation Plan
5	Increase engagement of widening participation students	Action and Participation Plan and Accessibility team
6	Implement the diversity by design action plan	Human Resources
7	Support students with disabilities to ensure they are included in all that we do	Access and Participation Plan
8	Develop a programme in conjunction with UoNSU to educate students about behaviour and practice as part of our inclusive university	Director Campus Life, Student Union
9	Develop dedicated EDI coordination programme in support of PGR students to ensure that our recruitment and experience of PGR students is equal	Graduate School
10	Review the staff networks, to ensure they are well supported and embedded within our EDI strategic delivery plan.	SCU, PVC EDI, Human Resources
11	Increase awareness and understanding of experiences of LGBT staff and students	Human Resources (Professional Development)
12	Enable EDI to be embedded in the development of the Estate's masterplan.	PVC EDI, Estates
13	Ensure technology is accessible to all with the procurement and development of technology	Information Services, Digital Engagement
14	Development of a procurement approach which embeds EDI	Procurement and Financial Services
15	Develop the 'Nottingham Conference Commitment' which represented our ambition in delivery of inclusive events on our campuses and by our staff and students	Nottingham Conferences, CARO, Institute for Policy and Engagement
16	Ensure diversity in our Fellowship Programmes	PVC RKE, Research and Innovation
17	Address gender bias currently found in engagement with some elements of innovation and entrepreneurship	PVC RKE, Research and Innovation

Theme Three: Excellence and Ambition in delivery of embedded EDI

	Action	Owner and Supporting Team(s)
1	Share best practice and progress in EDI with staff and student groups	Senior Project Manager EDI
2	Bring together leaders in EDI through SPHERE programme	Senior Project Manager EDI
3	Ensure robust governance to EDI activities	Senior Project Manager EDI and PVC EDI
4	Annually review and agree priorities for focussed activities, task and finish groups and review performance against KPIs	EDI Committee
5	Ensure Equality Impact Assessments completed and published for all policy decisions made by University Executive Board Committees	Governance team
6	Submit a Bronze application for the Race Equality Charter	REC Chairs and Working Groups
7	Submit and Support the delivery of our Institutional Athena SWAN action plan	Human Resources, PVC EDI
8	Move from Disability Confident Committed (level 1) to becoming a level 2 Disability Confident Employer.	Human Resources
9	Develop plans to submit to the Stonewall Workplace Equality index	Human Resources
10	Develop evidence-based evaluation framework to apply to our EDI interventions	PVC EDI, Senior Project Manager EDI, STEM Change project team
11	Deliver ongoing support for EDI staff and student initiatives and Athena SWAN action plan implementation locally	EDI Officers, Human Resources
12	Tools and materials to support EDI: Coordinate and maintain portal of information relating to EDI (including that hosted in Employee Hub, UoN, SU) at www.nottingham.ac.uk/edi	External Relations (Marketing and Communications), Leadership and Management Academy, EDI Officers
13	Review our plans for EDI Training to ensure alignment of training with the EDI strategic delivery plan	Human Resources (Professional Development, Leadership and Management Academy)
14	Ensure that consideration of EDI is embedded in our work contributing to the Research Excellence Framework (REF)	Research and Innovation, REF Team
15	Develop a strategic approach to embedding and communicating Team Science in our research	Research and Innovation, External Relations

Theme Four: The University, Nottingham, and our Global Community

	Action	Owner and Supporting Team(s)
1	Celebrate our diverse community of University students and staff	Human Resources, EDI Officers
2	Celebrate and communicate past and current work in support of excellence EDI	EDI Officers, Human Resources
3	Work in partnership with the University community to deliver relevant and meaningful culture change	PVC EDI, Human Resources, Campus Life, Staff Networks, Student Union
4	Deliver events and activities in partnership with our staff networks	Staff Networks, Human Resources
5	Establish an alumni advocates network to challenge and support our EDI strategic delivery plan	CARO
6	Bring together those with specific expertise in research into initiatives that support EDI	EDI Officers, Faculties, PS teams
7	Support locally delivered EDI initiatives	EDI Officers
8	Confirm our response to United Nations Sustainable Development goals with focus on themes 5, 10 and 17	Chair of University Environment and Sustainability Committee, PVC EDI