



University of
Nottingham

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School of Medicine: Student Equality and Diversity Strategy

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Version	Reviewed	By
1.1	June 2019	NJ/SG
1.2	August 2020	NJ
1.3	August 2021	SJA



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Our vision and principles

*Taken from the University strategic plans of 2010-2015 and 2020.

Our vision

At the University of Nottingham our Strategic Plan for 2020 outlines our vision to be an inspiring place of learning and scholarship that transforms lives. This vision includes:

- Offering an outstanding, broad-based, international education to talented students
- Developing skilled, reflective global leaders
- Undertaking fundamental and transformative discovery
- Being committed to excellence, enterprise and social responsibility
- Sustaining and improving the places and communities in which we are located
- Being engaged internationally to enhance industry, health and well-being, policy formation, culture and purposeful citizenship.

By attracting ambitious and talented students, staff, and business partners, we will firmly establish ourselves among the top ten UK universities, and both of our campuses in Asia will be recognised as leading higher education providers within their regions.

Our principles

Our core principles are: to put students at the heart of the University; value diversity and promote equality; to think globally, deliver locally, and engage personally; and, to take an international view across all our activities. These principles include:

- **Appreciating diversity.** We are committed to understanding others' opinions, beliefs and cultures. Respect and tolerance will characterise the conduct of our relationships with each other and with other organisations and communities.
- **Equality of access and opportunity.** We endorse the aim of widening participation in higher education, and value the benefits of diversity in our staff and student communities.
- **Staff and student support.** We recognise the duty of care to all staff and students and will provide them with high quality support to facilitate the development of their intellectual, emotional, physical and spiritual wellbeing.
- **Transparency.** We strive to be clear and open about what we do and why, and value the views of the whole University community.



Our principles for university life further outline the University's commitment to diversity and inclusion:

- Diversity within our community adds to the richness of the university experience and is vital to the growth and development of staff and students. As a leading global university, we are committed to recruiting a diverse student community. As a large employer, we want to attract the most talented staff so we reflect the breadth and diversity of scholars worldwide and of our local communities. As an organisation spanning three countries, members of our community experience diversity in a way which is unique among universities.
- Students and staff from different backgrounds and with different circumstances may have particular needs and we will embed in all our practice particular regard for these needs.
- To ensure fairness and equality, all staff and students are treated solely on the basis of their merits, abilities and potential throughout the University, from the admission of undergraduates to the retirement of staff.

Equality Duty

The University is subject to the equality duty of the Equality Act 2010. Those subject to the duty must, in the exercise of their functions, have due regard to the need to meet the three arms of the general equality duty:

- Arm 1 Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited the Act.
- Arm 2 Advance equality of opportunity between people who share a protected characteristic and those who do not by removing or minimising disadvantages; taking steps to meet the needs of people from protected groups where these are different from other people, including taking steps to take account of disabled people's disabilities; and, encouraging people from protected groups to participate in public life or other activities.
- Arm 3 Foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding between people from different groups.

The protected characteristics covered by the equality duty are age, disability, gender reassignment, marriage and civil partnership (arm 1 only), pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex and sexual orientation. The policy also encompasses three characteristics in addition to the ones identified in the Equalities Act: caring responsibilities, socio-economic background and temporary impairment.



School of Medicine aims and objectives

The School of Medicine student equality and diversity strategy aims to embrace the University's mission, vision and guiding principles, and embody the public sector duties set out in the Equality Act 2010.

Objective 1 - Students do not experience harassment or victimisation in the course of their studies at the University.

- 1.1 Implementation of action plan developed from recommendations of the BMA Charter for medical schools to prevent and address racial harassment

Objective 2 - The design, operation and outcomes of policies and processes do not unlawfully discriminate on the grounds of any protected characteristic.

- 2.1 Reduce any difference between protected groups in outcomes of critical processes:

- Student selection
- Examination results.

- 2.2 Ensure that information is collected on equality and diversity training for all staff who undertake student selection and teaching activities.

Objective 3 - The University has a balanced, sustainable, appropriately diverse workforce and student population.

- 3.1 Identify, monitor and reduce barriers to enhancing the international character of our campuses through recruitment of the best students and staff from around the world.
- 3.2 Introduce collection of student data on sexual orientation, gender identity and religious belief through the same mechanism as for gender, race and age.

Objective 4 - There is an inclusive, respectful culture where all staff and students can participate and contribute effectively.

- 4.1 Reduce any difference in levels of satisfaction between "equality groups" in student surveys (GMC survey and student placement feedback surveys) regarding the perceived fairness of treatment. Define the target percentage reduction following the publication of the outcomes of the student surveys in 2016.



- 4.2 Explore if proportionate sign off of clinical teaching and training attachments by protected groups and develop strategies to eliminate differences.
- 4.3 Implement a teaching in equality and diversity that appropriately emphasize awareness, participation and inclusivity.
- 4.4 Embed student teaching on equality and diversity within curricula.

The [table](#) below shows how the guiding principles have been mapped against the arms of the equality duty and the equality and diversity aims proposed above.



Map of School of Medicine student strategic equality and diversity aims

Equality duty arms	Eliminate unlawful discrimination, harassment & victimisation	Advance Equality of Opportunity Remove/minimise disadvantage Take steps to meet different needs Encourage participation	Foster Good Relations Tackle prejudice Promote understanding
University Values and principles	<ul style="list-style-type: none"> • Respect and tolerance will characterise the conduct of our relationships with each other and with other organisations and communities. • We strive to be clear & open about what we do and why, and value the views of the whole University community. • To ensure fairness and equality all students and staff are treated on the basis of their merits, abilities and potential throughout the University. • Raise the profile of the University's commitment to student and staff equality and diversity through targeted awareness communication and training. • We are committed to understanding others' opinions, beliefs and cultures. • We value the benefits of diversity in our staff and student communities. • We recognise the duty of care to all staff (and students) and will provide them with high quality support to facilitate the development of their intellectual, emotional, physical and spiritual wellbeing. • Students and staff from different backgrounds may have particular needs and we will embed in all our practice particular regard for those needs. • We want to attract the most talented students and staff, so we reflect the breadth of diversity of scholars worldwide and of our local communities. 		
School of Medicine student E&D aims	<p>Obj.1 Students do not experience harassment/victimisation in the course of their studies at the University</p> <p>Obj.2 The design, operation and outcomes of policies and processes does not discriminate on the grounds of any protected characteristic</p> <p>Obj.3 The University has a balanced, sustainable, appropriately diverse workforce and student population</p> <p>Obj.4 There is an inclusive, respectful culture where all staff & students can participate and contribute effectively</p>		
Enablers	<p>PEOPLE & ORGANISATION</p> <p>Student survey results (GMC/ placement).</p> <p>Effective communication of values and behaviours.</p> <p>Behavioural change.</p> <p>INTERNAL & EXTERNAL COLLABORATION</p> <p>Consultation and outreach events.</p> <p>University of Nottingham Diversity week.</p> <p>Reverse mentoring.</p> <p>Athena Swan awards.</p> <p>BMA Charter to prevent and address racial harassment.</p> <p>MARKETING & COMMUNICATION</p> <p>Communication and marketing strategy.</p> <p>Positive action initiatives e.g. widening participation.</p>	<p>ORGANISATION & PROCESSES</p> <p>Equality aims embedded in University policy and teaching.</p> <p>Equality and diversity training of staff and students.</p> <p>Unconscious bias training of staff and students.</p> <p>Collection of student profile data on protected characteristics.</p> <p>Monitoring of selection process and exams with respect to protected characteristics.</p> <p>Sourcing benchmarks from other medical schools/university.</p> <p>Confidential anonymous feedback from welfare advisers etc.</p> <p>Collection of feedback from consultations and engagement events.</p> <p>Dignity Advisers as first point of contact re: harassment or bullying.</p> <p>Themes from Professionalism and Conduct Committee cases.</p> <p>University and HEEM Quality reviews of NHS partner Trusts.</p>	