PEOPLE AND INCLUSION COMMITTEE

ANNUAL EQUALITY OBJECTIVE ACTION PLAN –2024-2025

Bring the gender balance of BGU students in line with sector adjusted benchmarks

To enable BG to deliver on this action item several separate actions have been identified.

Ref	Objective	Action	Impact	Committee Lead	Progress to date	Review date
1.A	Improve the gender balance of BGU students.	Use contextual offers initiative to increase proportion of male applicants to BGU	To achieve target of 30% males within student population by 2028/29	Head of Student Success	Target PTA_6 within APP 2025/26 to 2028/29	Nov 25

1.B	Ensure representative engagement with BGU student facing activities	Analyse student engagement in BGU and BGSU activities to monitor gender balance.	To gain an understanding of the proportion of male and female student engagement within different on-campus activities with the aim of improving participation.	Head of Student Success	The Hub continues to record engagement with services, activities, and events, recording B numbers which enables an appropriate analysis at the level of key characteristics. Activities and events are aligned and support APP. Engagement with paid opportunities are monitored to support a gender balance across Student Engagement and access to Hub services.	Nov 25
1.C	Address the gender imbalance on the BGSU Executive.	Consult with other Students' Unions and the NUS regarding activity on gender balance	To understand sector wide practice to develop an appropriate strategy – Example – NUS Women in Leadership Campaign.	Head of Student Success	More female-identifying students have been recruited to the BGSU Board of trustees, balancing the scale.	Nov 25
1.D		Consider gender balance in the new BGSU Strategic Plan (currently at draft stage)	Highlighting the issues to be considered as part of the SU wider strategy.	Head of Student Success	The new BGSU strategic plan involves the integration of new officer roles designed to focus on issues of equality across campus such as 'Gender inclusivity officer' and 'LGBT officer'	Nov 25

Narrow the gender pay gap at BGU and create pathways for internal promotions

To enable BG to deliver on this action item several separate actions have been identified.

Ref	Objective	Action	Impact	Committee Lead	Progress to date	Review date
2.A	To establish a mentoring program that fosters professional growth, enhances employee engagement, and supports career development by providing guidance, knowledge sharing, and personalised support to all participants.	Recruit a HR professional focused on Learning & Development (L&D) and Organisational Development (OD) to oversee the mentoring scheme. This role will ensure the program aligns with broader University goals and effectively supports career development. Design the program by defining goals and criteria for selecting participants. Recruit and match mentors with mentees based on their skills and career goals. Provide training and resources to clarify roles and support the process. Launch the program with a clear communication of objectives. Regularly monitor progress and collect feedback to make improvements. These steps help foster professional growth, enhance employee engagement, and support career development within the University.	Implementing a mentoring program will demonstrate that BGU values its employees and is committed to supporting their career progression and development.	Head of HR	The recruitment process for the HR role focused on L&D and OD is currently underway.	Nov 25
2.B	Continue to fulfill previous gender pay gap initiatives by addressing unconscious bias, enhancing family leave policies,	Address unconscious bias by implementing regular training and using blind recruitment techniques. Enhance family leave policies by regularly reviewing and updating them to support diverse family structures. Promote flexible working arrangements by developing a	Implementing gender pay gap initiatives has a significant impact on the workplace. It fosters a more equitable and inclusive environment, enhancing employee satisfaction and retention. Addressing unconscious bias and promoting flexible work	Head of HR	Continue to improve and monitor these initiatives to ensure they remain effective and aligned with our commitment to creating a more equitable workplace.	Nov 25

	promoting flexible working arrangements, and conducting regular pay audits.	clear policy, communicating it effectively, and training managers on managing flexible teams. Conduct regular pay audits by scheduling annual audits to identify and address pay disparities and share the results transparently.	arrangements improve diversity and work-life balance. Enhanced family leave policies support employees with caregiving responsibilities, leading to higher morale and productivity. Regular pay audits ensure fair compensation, building trust and transparency. Overall, these actions contribute to a positive culture, attract top talent, and improve the University's reputation, ultimately driving better business performance.			
2.C	Identify and understand in more depth the underlying causes of gender disparities at the University.	Focus Groups - gather qualitative insights from staff, to explore their experiences, perceptions, and suggestions.	The ultimate goal is to develop actionable strategies and recommendations to promote gender equity and create a more inclusive university environment.	Head of HR/Director of Business and Community Engagement	We are currently in the initial stages of this objective.	Nov 25

Promote the ethnic diversity of staff and students

To enable BG to deliver on this action item several separate actions have been identified.

Ref	Objective	Action	Impact	Committee Lead	Progress to date	Review date
3.A	Improve proportion of students recruited from ABMO backgrounds.	Use contextual offers initiative to target Asian, Black Mixed and Other students during Admissions process	Overall improvement in proportion of students from ABMO backgrounds to 11% of student body by 2028/29.	Head of Student Success	ABMO UG recruitment currently stands at 4%. The current position is substantially below the sector average of 34.2% and for this reason a challenging stretch target of 11% has been adopted for the APP 2025/26	Annual reporting phase of APP
3.B	Stabilise proportion of ABMO students continuing from Level 0 to Level 4 and	Use continuation and retention strategy to monitor/intervene to improve outcomes for students from Asian, Black, Mixed and Other backgrounds	Overall improvement in retention of ABMO students so that it is the same as for other groups (improving from 85% to 87% by 2028/29)	Head of Student Success	ABMO retention/continuation currently stands at 85% - monitoring at programme	Annual reporting phase of APP

	Level 4 to Level 5				level to establish key subjects for initial intervention to establish 'quick wins'	
3.C	Identify barriers to recruitment of staff from within ABMO groups.	Contact local and regional networks to establish opportunities for sharing good practice.	Increased relevant knowledge amongst staff with responsibility for recruiting staff.	Head of HR	Conduct surveys and focus groups to gather feedback from ABMO individuals about their experiences. Analyse recruitment data to spot patterns and potential obstacles. Review job descriptions and advertisements for inclusive language. Expand recruitment channels by partnering with organisations focused on ABMO communities. Implement unconscious bias training for hiring managers. Create diverse hiring panels to provide varied perspectives. Continuously monitor and evaluate the effectiveness of these initiatives, adjusting as needed.	Nov 25
3.D	Collect, analyse, and report ethnicity pay gap data to identify disparities, inform policy decisions, and implement targeted strategies that promote pay equity and inclusivity within the University.	collect and analyse pay data by ethnicity, report findings transparently, and develop targeted action plans. Regularly monitor progress and engage stakeholders to ensure comprehensive solutions. These actions promote pay equity and inclusivity within the University.	t promotes fairness and equity, enhancing employee trust and satisfaction. By ensuring equitable pay practices, the University can attract and retain diverse talent, fostering a more inclusive culture. This leads to improved morale, productivity, and overall business performance.	Head of HR	While it is not yet compulsory, HR should proactively start collecting and analysing ethnicity pay gap data.	Nov 25

Narrow the gap in relation to outcomes between disabled and non-disabled students

To enable BG to deliver on this action item several separate actions have been identified.

Ref	Objective	Action	Impact	Committee Lead	Progress to date	Review date
4.A	Identify opportunities for early intervention to improve academic outcomes	Monitor progression data for disabled students (by category) and compare outcomes with the overall student population. Although other factors affect achievement this will help to identify general patterns.	Improve achievement rates across BGU student body.	Head of Student Success	Embedded within established practice within Student Advice and Wellbeing team.	Nov 25
4.B	Increase engagement with employment, further study, training or research for all students with known disabilities (physical, mental health and learning differences)	Careers, Employability & Enterprise, and Student Advice & Wellbeing teams acting as a coordinated 'Hub' response to give specific focus on requirements of DWP schemes to support disabled students' employability.	To reduce gap in outcomes for disabled graduates to a level that is not of statistical significance	Head of Student Success	Current gap in outcomes is 9%. Aim to reduce this to 2% or below by 2028/29	Annual reporting phase of APP
4.C	Monitor implementation of/engagement with reasonable adjustments to support student success.	Termly review of support to Disabled Students and report on themes for the institution. A match of 'reasonable adjustment' that is course specific	Termly review of reasonable adjustments to ensure relevance and effectiveness	Head of Student Success	The next annual report will be available in Apr 2024	Nov 25