University of Kent
Equality, Diversity and Inclusivity Structural Developments

The purpose of this document is to outline for Managers’ Forum structural developments that have been underway since autumn 2012 in relation to Equality, Diversity and Inclusivity for staff and students.

Overall responsibility for E&D at the University of Kent sits with Council. Council receives and endorses the annual Equality, Diversity and Inclusivity Report. The 2011/12 University of Kent Equality, Diversity and Inclusivity Report and 2012/13 Work Plan for staff and students will be submitted to Council for endorsement at the March 2013 Council meeting. The report will then be circulated to Managers’ Forum and disseminated to all staff and students on the University website.

On the basis of the E&D Review and the significant importance that the University has placed on E&D within the new Institutional Strategic Plan for 2012 - 15, the University made a decision to invest in new resources in autumn 2012 to help to take forward the E&D agenda for both staff and students.

For Staff, formal oversight within the Executive Group rests with Professor Keith Mander, Deputy Vice-Chancellor with portfolio responsibility now held by Cindy Vallance, Head of Organisational Development. Tracey Lamb, the University’s new E&D Manager appointed in autumn 2012 is based in HR and works with Julie Bennett, E&D Coordinator, to manage and oversee staff E&D activities and initiatives. Margaret Ayers continues her role in some E&D staff initiatives (Athena Swan and the REF) and provides Kent with an external presence as board member for the Equality Challenge Unit (ECU), the sector organisation responsible for advancing equality and diversity in further and higher education.

The external review of University E&D practices by Oxford Brookes University’s Centre for Diversity Policy Research and Practice also resulted in general recognition that the University’s equality and diversity agenda for students required more focus and dedicated resource.

For Students, formal oversight now rests with Professor Alex Hughes, Pro-Vice-Chancellor External, with portfolio responsibility held by Dr Wayne Campbell, Director of Student Services who came into post in August 2012. Becky Lamyman was appointed in autumn 2012 as the University’s new Student Experience Support Officer for Student Services and has responsibility for student E&D and community liaison activities and initiatives (0.5 full-time equivalent dedicated to student E&D issues). Graham Gorvett, Head of Student Support, will also continue to work closely with the team to take forward the student E&D agenda.

To supplement the formal E&D structure led by Professor Keith Mander and Professor Alex Hughes, all EG members at the University have agreed to take on the role of E&D champion, acting as advocates and actively promoting all protected aspects of equality and diversity, including:

- Sex (Gender) and Lesbian, Gay, Bisexual, Transgender (LGBT) – Professor Dame Julia Goodfellow
- Disability for staff – Professor Keith Mander
- Disability for students – David Nightingale
- Age – Denise Everitt
- Race/Ethnicity – Professor Alex Hughes
- Marriage and Civil Partnership; Pregnancy and Maternity – Professor John Baldock
Religion and belief – Karen Goffin

Professor Alex Hughes and Professor Keith Mander also co-chair a newly created *Equality, Diversity and Inclusivity Strategy Group* that comprises staff members noted above who have direct responsibility for equality and diversity. The Group brings together Equality and Diversity strands from both the staff and student sides of the institution and meets three times each year. The group’s Terms of Reference are:

1. To identify key strategic equality and diversity priorities, in accordance with the University’s vision, and develop a high level annual plan of work in advance of each academic year.
2. To monitor progress against the annual plan of work on a regular basis.
3. To actively support the embedding and promotion of equality and diversity policies, procedures, practice, training and networks across the University.
4. To support the work of the University’s Equality and Diversity Champions for staff and students.
5. To consider the annual Equality and Diversity Report to be submitted to Council via Staff Policy Committee.
   The Equality and Diversity Report will include:
   a. a review of the previous year’s priorities, including management information and analysis for staff and students; and
   b. a work plan for the current year’s equality and diversity priorities for staff and students.
6. To report to, and work with, the *Joint Staff Negotiating and Consultation Committee (JSNCC)* and *Staff Policy Committee (SPC)* and the *Student Inclusivity and Diversity Working Party* and other internal university committees and groups as appropriate.

While JSNCC and SPC have been well established for a number of years, the *Student Inclusivity and Diversity Working Party (SIDWP)* is a new group created in autumn 2012, and has been established to keep under review the needs of particular student groups in relation to their integration into the University community. The Working Party includes representatives from Academic Schools, Professional Service Departments and Kent Union.

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