

Equality, Diversity & Inclusion Objectives & Action Plan

No.	Action
Objective A: A university that is accessible, safe and inclusive	
A1.1	Consider adopting an online reporting and support system. Research what other universities and other public sectors have in place for reporting hate crime - Explore best practice in the sector
A1.2	Present a paper to EIG, identifying the suitability of options
A1.3	Present a paper to UET
A2.1	All staff to receive a copy of the leavers survey and encouraged to complete it as part of the leavers process
A2.2	Review and agree EDI questions in the survey and present to EIG
A2.3	Analysis of ethnic breakdown of staff leaving the organisation
A3.1	Develop Hormone Health Policy
A4.1	Review Flexible Working Policy
A5.1	Develop further benchmarking on student personal characteristics data
A6.1	Simulation equipment accurately reflects and represents diversity of patients. Introduction of a more diverse range of mannikins (pretend patients)

A6.2	All subject teams in AHP to include EDI data within course report
A7.1	Establish Accessible Communication Guidance working group
A7.2	Create communications guidance presentation with audio to be standalone resource
A7.3	Embed accessible communications guidance across working practices
A8.1	Report quarterly to RNIB on staff numbers with declared sight loss
A8.2	Promote and place RNIB “Lets Work Together” on HR intranet. Let’s Work Together: Helping employers keep workers with sight loss (rnib.org.uk)
A8.3	Consider feasibility of offering a paid placement (traineeship) for a year for a blind/partially sighted person
A9.1	<u>Disability Matters</u> Website regularly update with relevant information and news articles
A10.1	Populate the ECD landing webpage to raise awareness and increase engagement
A11.1	Staff members to be able to add gender pronouns to TEAMS
A12.1	Investment in annual supply of period products for all university lavatory facilities
A12.2	Deliver Period Dignity campaign across all NE campuses
A12.3	Deliver Period Dignity Campaign into TU London campus
A12.4	Deliver messaging annually on Period Dignity to staff and students to support the success of the campaign

A13.1	Provide a wide range of mental health support services for students that is accessible through multiple platforms 24/7. Establish annual provision of online mental health resources and make these freely available to all students across TU Middlesbrough, Darlington and London
A13.2	Review use of various platforms (online and in person provision) annually and tailor provision to meet student demographics and need for each campus
A14.1	Gain ProtectED accreditation
A14.2	Review provision at TU London and apply accreditation criteria to campus
A14.3	Reaccredit TU with ProtectED inclusive of London Campus
A15.1	Digital content available in an accessible format for all audiences (e.g., Blackboard Ally, surveys, Student Handbook)
A15.2	Format and timings of dept-ran events are informed by the diversity of their audience e.g., international partners, disabled access, neurodivergent access

No.	Action
Objective B: Equality of opportunity and experience for all staff and students	
B1.1	Encourage minority ethnic staff, disabled staff and LGBTQ+ staff to register for the mentoring scheme Pushfar
B1.2	Analyse the take up of the scheme from minority ethnic staff, disabled staff and LGBTQ+ staff
B1.3	Promote and share success stories
B2.1	Identify a suitable staff space where all staff are able to meet and engage regardless of their titles and departments and present a proposal to EIG

B3.1	Monitor take up of reasonable adjustments passport
B3.2	Review RA Passport and establish any recommendations. Report recommendations to group
B3.3	Analysis of progression data for staff with disabilities. Report analysis and response to any significant trends found in data to the E&I Group
B4.1	Initiate a staff and student of the month initiative to highlight good practice, challenges faced and provide positive recognition
B5.1	Extend the inclusion of the sign language module across AHP programmes
B5.2	Set up sign language 'lunch and learn' sessions
B5.3	All subject teams in AHP to include EDI data within course report
B5.4	Implement bespoke training following the Recognising and Responding to Prejudice sessions
B6.1	Establish a series of activities and support mechanisms for students to enhance their learning through auxiliary wellbeing interventions Establish a series of short exercise programmes at Middlesbrough and Darlington campuses that are provided free of charge
B6.2	Expand provision of short exercise series to TU London
B6.3	Deliver an expanded wellbeing service, accessible to a wider range of students, including the implementation of virtual sessions for students who are off-campus
B6.4	Investigate options for including a standardised signature on all emails and comms platforms that identifies clearly an individual's personal name (Given name) and family name (surname).
B6.5	Liaise with relevant departments to roll out a standardised format of signature to support staff and students in recognising personal names and family names in written communications
B7.1	Expand the data captured in UNiverse to include data on student characteristics and enable student characteristics to be mapped to SLS services

	Use enhanced data collected through UNiverse to identify student trend in terms of services accessed and provision sought. Deliver more Identify main service access points for students and cross reference with the number of services accessed identify potential student support
B8.1	Align Student Learning offer to the Access and Participation Plan (2024-28)
B8.2	Annual review of Student Learning offer for Darlington campus
B8.3	Annual review of Student Success offer for Professional Apprentices
B10.1	Creation of Learner Analytics Roadmap aligned to Personal Tutor Code of Practice and Learner Analytics Code of Practice
B10.2	Align departmental student data insights (StREAM, surveys, student voice) with APP, UDL, UMHC to enhance and celebrate student success for target groups
B10.3	Include sexual orientation category to biographical questions in student pre-arrival STEP survey
B10.4	STEP survey analysed against protected characteristics

No.	Action
Objective C: Culturally competent workforce representative of our communities at all levels	

C1.1	Deliver anti-racism training session to all staff in TUIBS
C2.1	Review managers guide to recruitment to include neurodiversity offering practical guidance
C2.2	Identify disability awareness resources packages on neurodiversity and hidden disabilities. - Add a minimum of 5 disability awareness resources on Disability Matters webpage
C2.3	Staff to use pronouns when introducing themselves in interviews for recruitment – build into managers recruitment guidance document
C3.1	Review external training providers and identify provider for online EDI courses
C3.2	Cultural awareness course to be made available to all staff
C3.3	Pilot the course with ECDFG
C3.4	All HR recruitment staff to be supported to undertake the Understanding Sight Loss. eLearning package.
C4.1	Increase numbers of honorary degrees being awarded to women.
C5.1	Develop Faith and Reflection Focus group to cover all three university campuses and promote opportunities for student groups to engage across campuses through the faith network
C5.2	Develop relationship with the Interfaith Network in Middlesbrough to support student and staff faith in the wider community (identify opportunities to expand this to Darlington and London through other associated networks)
C5.3	Consider and present options for provision of paid faith advisory role and how this would be facilitated between wider group of faith advisors who work with the university at each campus. This to include evaluation of sector and wider public norms for faith advisory presence.
C5.4	Develop Faith and Belief web page to identify wider schedule of events and activities and presence of faith advisers on campus. To include links to regular activities such as Podcasts and blog spots.

C5.5	Enhance the Faith and Belief focus group intranet site for staff.
C6.1	Create suite of online learning resources to support staff and students Lived Experience Awareness training Bias training Active Bystander training
C6.2	Deliver annual workshop events to provide training on inclusivity topics

No.	Action
Objective D: A University committed to celebrating and enhancing diversity	
D1.1	EDI accreditations: Maintain Disability Confident Leader
D1.2	Maintain Stonewall Silver Award
D1.3	All schools to be supported in achieving Athena SWAN Bronze Award
D1.4	Join the Fertility Workplace Pledge
D1.5	Achieve 'The Smallest Things: Employer with Heart 2.0' accreditation.
	Celebrate and organise events on campus to champion and celebrate diversity, inclusion and intersectionality

D2.1	South Asian Heritage Month / Diwali
D2.2	Black History Month
D2.3	Inclusion Week – Intersectionality Event
D2.4	Inclusive Pride
D2.5	International Day of Persons with Disabilities
D2.6	Trans Awareness Week
D2.7	Promote dyslexia awareness month
D2.8	LGBTQ+ History Month
D2.9	International Womens Day
D2.10	Shared Iftar event - Ramadan
D3.1	Increase the number of students supported in arriving to university through the international Meet and Greet Service annually (review annually)
D3.2	Create a schedule of international showcases to highlight the diversity of our campuses. 3-4 events annually.
D3.3	Collaborate with students and other departments (e.g. DID) to identify and deliver events that provide space for international students to meet home students
D3.4	Investigate and deliver method of identifying surnames from given names in global address book and signatures, such that all students and staff can be confident that they are using the correct name when addressing someone either in person or in writing.
D4.1	Develop schedule of events for SLS buildings that promote the diversity of the university campus 2-3 events annually, covering different strands of activity

D5.1	SHLS to develop programme for students to travel internationally as part of the TU Pharm programme
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