

MMU Equality & Diversity

Annual Report 2008-2009

Promoting Equality Valuing Diversity



Manchester
Metropolitan
University



INVESTORS
IN PEOPLE



A man with dark hair, wearing a purple button-down shirt, is sitting at a desk in an office. He is smiling and looking towards the camera. The background shows a bright window with a view of a building.

Contents

03 Welcome

04 Our Work

05 Achievements

12 Student Consultation

14 Facts and Figures

21 Having Your Say

23 New Developments

Welcome

Welcome to the first MMU Equality & Diversity Annual Report.

The Report will help inform staff and students about diversity issues, developments and progress at MMU. It is also an opportunity to celebrate our achievements and those of our diversity champions.

The University's mission is to embrace equality and diversity by promoting and maintaining an inclusive and supportive environment where everyone can achieve their full potential. These commitments inform our equality policies, schemes and procedures, which assist in achieving the University Strategic objectives and vision.



As Chair of the national Equality Challenge Unit I am well aware of the challenges facing universities as they respond to new legislation. The impact of the recession will I believe also create a new equality agenda with a potential reinforcement of disadvantage, and the ability of students from different backgrounds to benefit from university education.

I hope that you enjoy reading our Equality and Diversity report. While we are rightly proud of our progress, we also recognise the need to move even further.

Professor John Brooks
Vice-Chancellor



MMU is committed to achieving best practice in the area of equal opportunities and promotion of diversity. This is reflected in our values to respect the rights and views of the individual and to value and promote diversity. The HR Strategy sets out the following priorities:

- To develop an environment that fosters employee well-being, respect for diversity and difference and in which there is no tolerance of unfair discrimination.
- To be responsive to the diverse needs of our students and customers and clients, internal and external, in ways that are appropriate and professional.

Good progress has been made in relation to these priorities which we will build upon in the coming year.

Gill Hemus
Director of Human Resources

Our Work

The Equality & Diversity Team is part of Organisation Development and Training (ODTD), one of the four HR departments, and is headed by Josie Moores. The team work with all members of the University community. We are responsible for developing and putting into practice the University's Equality & Diversity (E&D) agenda. This includes the development of policies, schemes, and guidance and ensuring that there is effective consultation and involvement. The Team also offer advice and guidance with respect to all aspects of E&D to managers and students.

The recent re-structure of the E&D Team has provided an opportunity to review Equality and Diversity priorities for the forthcoming year in line with the HR strategy and action plan for 2009/10, our legal public duties, forthcoming legislation including the Equalities Bill. Our equality and diversity priorities will help us to demonstrate a strong commitment that goes beyond mere compliance with the legislation, and to move towards mainstreaming E&D through the development of outcomes and milestones with which we can measure our progress by.

The Team will give clear guidance and identity to this important area of the University's work and will support work on the legal, institutional and cultural aspects of E&D. The Team provides a range of services, sources of information and advice through an approachable and informative manner.

The E&D Team consists of the E&D Manager, Wendy Kenyon, the E&D Officer, Mona Patel, the E&D Co-ordinator, Vicci Jarman and the E&D Assistant, Katherine Wrigglesworth.



The E&D Team (left to right): Mona Patel, Katherine Wrigglesworth, Wendy Kenyon and Vicci Jarman

Achievements

The 2008/09 academic year has been a successful one for the University in terms of achieving in relation to equality and diversity. Good progress has been made in implementing actions set out in the Equality Schemes and important work is now underway to develop a Single Equality Scheme.

The University has also had successful outcomes from a number of external assessments relating to equality and diversity.



The Positive about Disabled People Two Ticks symbol – MMU has once again has been successful in its reassessment of the Two Ticks Symbol by the Jobcentre Plus. The symbol is awarded to those employers who demonstrate a positive commitment to the recruitment and employment of disabled people. The feedback to the University confirmed that our symbol review met all requirements and indeed went beyond it.



The Employers' Forum on Disability (EFD) Disability Standard – Achieving Bronze! EFD's mission is to enable companies to become disability confident by making it easier to recruit and retain disabled employees and to serve disabled customers. The Disability Standard is the only management tool for employers, which accurately measures performance on disability. Employers can register for the Disability Standard every two years.

In 2009 the University registered for the assessment for the first time and has achieved **Bronze Standard**. This was a significant achievement given it was the first assessment and the University was only 2% away from achieving a Silver Standard. **MMU was the only HEI to participate and scored higher than both the Benchmark and Public Sector averages.**

The actions identified in EFD's comprehensive diagnostic report have been incorporated them into the revised DES.



Investor in People (IiP) – In May 2009 the whole University was recognised as an *Investor in People*. The IiP Assessor commented on the fact that equality of access to staff development was a key strength.

I can confirm that your symbol review meets all requirements and goes beyond it. It is a credit to your ongoing determination to continue improving. Thank you to you and your teams for your efforts in promoting employment and support to people with disabilities. I hope that we can work more closely by raising the profile of the Jobcentre Plus provisions that can support managers in recruitment of people with disabilities

Verena O'Connor, Jobcentre Plus Disability Employment Adviser

There is a strong culture of fairness and equality. University policy is implemented to ensure there are no barriers to learning and development. People with individual needs are very well provided for, with a number of examples of tailored solutions. Many parts of the University have strengthened their approach to staff involvement. Networks of meetings, suggestions schemes, open days and team away days are examples. There is a network of forums looking after the six strands of Equality and Diversity. Reflecting the importance of Equality and Diversity to the University, the Vice Chancellor personally chairs the Diversity and Equal Opportunities Committee.

Bill Twiss, IiP Assessor

Progress with our Equality Schemes (DES and GES)

Regular review and monitoring of the DES and GES action plans was made a priority for the Equality and Diversity Team during 2008/9. Significant progress has been made against both action plans, particularly in relation to equality impact assessments (EIA).

The University has pro-active Disabled Staff and Gender Staff Fora which have played a key role in reviewing the action plans of the DES and GES schemes and contributed significantly to the completion of EIAs.

Significant effort has gone into awareness raising of equality issues through a variety of media including the website, staff inductions, manager and staff guidance notes, briefings and training sessions.

These activities have assisted in embedding good practice into University and local management practices. Other significant disability related achievements include the following:

- » All HEIs were required to publish a revised DES by 4th December 2009 through involving and consulting with staff and students (including disabled staff/students). The revised DES is published on the E&D website.
- » Promotion of MMU as an inclusive employer continues through having a presence at Job Fairs, advertising in specialist media and through promotion during MMU's 'Mind, Body & Spirit' (Learning at Work) Week.

- » The majority of targets have been achieved in relation to the University's Disability staff profile. Disclosure of disability by MMU staff has increased by 80% since 2007 with 6.6 % of our Staff now disclosing a disability. The HE sector average of disabled staff working in HEIs for 2007/08 (the current statistics available¹) was 2.7% which indicates that MMU disclosure rate for that same year (3.4%) compares favourably against this benchmark.

¹ Source: HESA data for 2007/08 academic year



Gender Equality Scheme (GES)

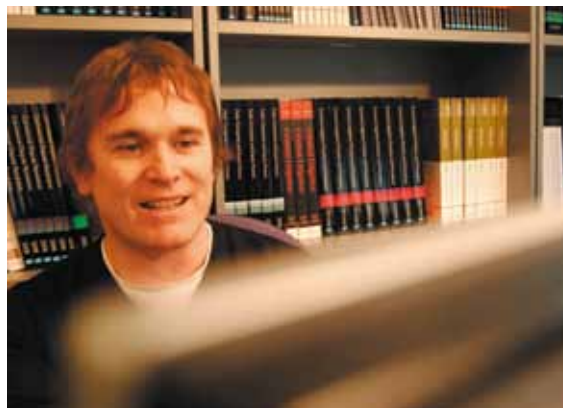
In response to its statutory duty to promote Gender Equality the University's first Gender Equality Scheme (GES) was published in January 2008 and the last Annual report was published in May 2009 (www.mmu.ac.uk/humanresources/equalities/gender/). Significant achievements during 2008/9 included:

- » Summary documents of the GES being produced and disseminated across the University to embed individual responsibilities.
- » A Chair and Vice-Chair of the Gender Staff Forum being appointed and work on promoting the network undertaken. A 'manifesto' of clear objectives is now in place.

- » Transgender equality training for HR staff took place at the end of 2008
- » All equality fora having their own dedicated web pages and email discussion lists in order to improve communication.
- » An equality and diversity on-line survey was developed in order to assess the issues faced by Lesbian, Gay, Bisexual and Transgender (LGBT) staff. The survey will also contribute to the consultation process required in relation to the Single Equality Scheme and has assisted in determining the need for a further Forum for LGBT staff. A summary report will be published in March 2010.

Celebration of diversity through the creation of a MMU Diversity Events Calendar

This year saw the development of our second Diversity Calendar which has been well received. It is an important resource for MMU, particularly in terms of academic planning around religious festivals and holidays. As well as highlighting the various religious observances and festivals, the Calendar now promotes 15 locally organised diversity events across all the six equality strands and will also help raise awareness of equality and diversity and more generally wellbeing issues. www.mmu.ac.uk/humanresources/equalities/pdf/diversity_calendar_2010.pdf



Diversity and Equal Opportunities Committee

The DEOC was established in 2007 as the University's Committee responsible for ensuring that our aims regarding equality and diversity are met and to foster a working and learning environment in which all staff and students can fulfil their potential. The DEOC meets on a termly basis. The Committee has dealt with a number of important issues during the last academic year.

Personal Emergency Evacuation Procedure (PEEP) for Disabled People

The DEOC has provided an important input into the development of robust arrangements for the evacuation of disabled people throughout the University. An exercise to map the location of disabled staff and students by building has also been carried out.

Impact of the Recession on Equality Issues in the Long Term Within the Public and Private Sectors

The University realised the need to be pro-active in providing people with the skills and knowledge to provide them with opportunities. The DEOC agreed that this could be a standard item to be discussed by the Committee at each meeting.

Equality & Diversity Data

During the 2008/09 academic year a number of reports have been provided to DEOC which have contained data to help inform actions around equality and diversity. The reports have focused on the following:

- the diversity of the staff body
- equality data in relation to progression
- current staff in post and staff leavers
- staff promotion by gender, disability and ethnicity
- recruitment and selection monitoring data
- academic staff v student equality data by Faculty
- staff v student evacuation data by campus and building
- institutional staff targets by gender, disability and ethnicity



Equality Fora (Staff)

The University now has equality fora for disability, gender and black and minority ethnic (BME) staff issues. The fora have worked with HR and colleagues from other parts of the University on a number of important issues, for example:

- » The Disability Forum has worked with colleagues throughout the University to devise a guide for staff to encourage disclosure of disability: www.mmu.ac.uk/humanresources/equalities/disability/disability-disclosure-guidance-booklet.pdf
- » The Chair of the Gender Staff Forum is a member of the working group for the Athena Swan Charter Award for good practice in employment for women in science technology and engineering (SET) subjects (see further down for more details on the Award).



- » The BME Forum has worked with ODTD to develop and introduce a career development programme called *MMU Aspire*, specifically for BME staff. Ten participants completed their personal career development plans and the feedback from programme participants has been extremely positive. Examples of achievements include 5 participants being mentored, some on coaching and secondments with one notable achievement from a participant who has developed an interest in a career in creative writing; *MMU Aspire* has assisted the candidate to join the editorial panel for MUSE (a creative writing journal for MMU students). Her poem about the final day of the programme is also being showcased on the ODTD website: www.mmu.ac.uk/humanresources/equalities/race/aspire.php. The final stage of the programme will be in May 2010, to coincide with Adult Learners' Week where participants will meet to update on progress, share experiences and learning, and celebrate achievements.



Disability Network (Students)

In addition to the equality fora, a disability network group has been established to develop an inclusive learning environment. Membership of the group is made up of Faculty Disability Contacts, Departmental Disability Representatives plus representatives from other central services.

Partnership

The DEOC recognises that specific forms of disadvantage arise from persistent inequality relating to social class and family background and has extended its remit to reflect this fact. The University is working in partnership with other large public sector employers (through the Corridor) to reduce the socio-economic inequalities people in the local community face. MMU is a member of the Local Employer Partnership (LEP) and has made the commitment to fill all entry level jobs (Grade 1-3) through the Aspire Recruitment Agency for local long term unemployed people.



DisabledGo



The University took the decision to invest in the services of *DisabledGo* to enhance the opportunity for disabled individuals to be employed or study at MMU. *DisabledGo* maintains a website on www.disabledgo.info on which access information is hosted. Over 50,000 public buildings and services for Local Authorities have been surveyed to assess access. Information produced is the result of over seven years specialised experience in collating data pertinent to the varied needs of disabled people.

Access information for MMU is now available through the DisabledGo site, accessible by prospective students, staff and other disabled visitors to the University. MMU also places job adverts on the DisabledGo recruitment pages.

Equal Opportunities Training

MMU has a comprehensive package of equality and diversity training, both classroom based and electronic. This training is essential to ensure that all students, staff and managers are aware of the University's commitment to equality and diversity, and understand their rights and responsibilities.

The team also provides electronic courses and resources relating to equality and diversity for both staff and students. Certain courses are mandatory:

- » The e-learning course 'Equal Opportunities and Diversity' significant numbers of students and staff have completed this course as part of the induction process in 2008/09.
- » The 'Management Essentials' suite of courses including 'Dealing with Harassment and Bullying' and 'Disability Awareness' training.

Progress has been made with the University's commitment to all staff and managers undergoing Disability Awareness Training. Although we have achieved good attendance on this course we have identified that there is a gap in relation to academic staff. Action is being taken to remedy this gap.

Athena SWAN Charter for Women in Science

Working in collaboration with the Faculty of Science and Engineering, the University has signed up to the Athena SWAN Charter. The Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education. Membership of the Charter is open to all UK higher education institutions committed to working towards: 'the advancement and promotion of the careers of women in science, engineering and technology in higher education and research, and to achieving a significant increase in the number of women recruited to top posts.'

Membership of the Charter, with its Bronze, Silver and Gold SWAN awards, can help universities fulfil their gender duty commitments, work towards sustaining equitable working environments and enable them to identify themselves as employers of choice, not only to their staff, but to students, funders, Research Councils and industry.

Universities as a whole can apply and must achieve a bronze award (valid for three years) before individual departments can apply for silver and gold awards. The logic behind this is that it would be difficult, if not impossible, for a department to sustain the level of a silver or gold award without university support and underpinning university policies and procedures. A review of institutional practice will be carried out in order to determine an appropriate timescale for the application for bronze status.

Equalities Impact Assessment

Work on equalities impact assessments (EIA) is well established at MMU. To date in excess of 150 policies, both staff and student related, have been subject to an initial EIA screening. This has resulted in the identification of 20 policies requiring a full EIA. The following full EIAs have been conducted:

- Staff recruitment and selection
- Professional Development and Review (PDR) for support staff
- Student accommodation
- Catering provision
- Car parking application
- Staff induction
- Assessment Regulations for students
- Regulations for undergraduate and taught post graduate programmes of study
- Sport provision
- ICTS –Service provision for students and staff
- Library Services provision for students and staff
- Student Admissions policy

The impact of the work in relation to EIA can be demonstrated through a range of outcomes, as follows:

Induction

- Ensured reasonable adjustments are included in induction for all staff through the managers guides
- Ensured that managers provide all staff with information on religious/prayer rooms/multi faith room and refer to religion and belief guidance
- Childcare support is included in discussions where appropriate

- Included mandatory Equality and Diversity training for all staff

Academic Regulations and Procedures Handbook

Ensured that all new programmes and curriculum design is considered in light of the impact on all equality groups. The requirement for an EIA exercise to be done at an early stage ensures that equality impacts are considered.

PG/UG Regulations and Exceptional Factors

- Removed issues of discrimination via discretion and enhanced the regulations with more clarity
- A fairer application; less chance of different treatment leading to inequalities.

Starting Salaries

- Increased the guidance to ensure starting salaries are based on merit not years of experience, as this can discriminate against anyone who has had a career break due to carer responsibilities.
- Enhanced the business case.
- Clarified the need to start at the bottom of the scale for all reduces the chance of inequalities in gender pay gaps.

Car Parking

Supported Facilities in the development of the new car parking scheme to ensure that application, allocation and appeals procedures were dealt with fairly, reducing the chances of any indirect discrimination.

Sports Provision

Conducted a quality review on the Sports Handbook to ensure that minority equality groups were fairly represented and facilities were made available to suit all needs.

Programme Approval Review and Monitoring (PARM)

Working collaboratively with CeLT and CASOE, PARM procedures have been adapted to embed EIA good practice in the development of programmes. This not only ensures that our programmes are fully accessible, but also demonstrates our commitment to a shared value system which is a key part of the University's mission.

EIA Policy Development Guidelines

EIA policy development guidelines have been produced and introduced in the Department of Human Resources. This has greatly assisted with equality proofing all new and revised HR policies as standard practice.

Work is being undertaken to embed the EIA process into all University policy development practices and to incorporate EIA into the annual monitoring and review mechanisms.

The MMU E&D Team is now recognised as expert on EIA by the sector and has provided advice and guidance to a number of HEIs. The E&D team will continue to make a positive impact by embedding a strong equalities focus in all University practices and decision making.

Student Consultation

The University is required to consult widely with students from all equality groups to identify any potential negative impacts our policies may place on students in relation to gender, ethnicity, disability and age. Consultation led to the production of a report produced in the autumn of 2008 and one in the spring of 2009 covering all six equality strands. A further report was commissioned by ICTS and Library Services which focussed on disability and was produced in the spring term 2009.

Topics were consulted upon included: Student Admissions, Timetabling, Student Accommodation, Catering Facilities, Sports Facilities, Student Complaints, Student Conduct, Contemplative Rooms, Student Placements, Environmental Issues, and in terms of the Library and ICTS: Accessibility, Communication and Awareness, Customer Service and Safety Concerns.

To read these reports, please visit:

www.mmu.ac.uk/humanresources/equalities/



Quotes from Students participating on the Project Focus Groups:

Consultation processes provided useful information to managers about the satisfaction with and accessibility of their services from the students' viewpoint and particularly where gender, ethnicity, disability and age may have had an impact. This has allowed improvements to be made where necessary.

“ I thought the focus group was really beneficial in displaying all of the problems with equality and diversity and trying to reconcile them all. I learnt a lot about how to make sure my actions weren't interfering with anyone else's right to equality and implementing these ideas at home and work. I also found that my issues were dealt with efficiently and that they could be solved, in fact I'm sure most of the issues we discussed could be resolved by tweaking some of the university policies. I felt as though something was going to be done by the university to solve these issues, as there were already plans of action taking place.

Student A

“ I felt that I was given every opportunity to discuss any issues or concerns I had regarding equality, and I don't think there was anything that I couldn't raise. I think focus groups of this type are essential in achieving the best possible service to students as a whole, because without hearing from students directly there is no way of knowing what their experiences are. I think the focus group is a very productive way of hearing from students because it encouraged discourse over the issues raised and as a result provided more in depth responses and suggested solutions to some of them. Also, now I am reassured that the university are listening to students' concerns and are striving to make changes where they are needed.

Student B

Facts and Figures

Equalities Targets

Equality targets in relation to the University's staff body were agreed in 2004. Progress against the targets is reviewed annually. Good progress has been made and all targets, with the exception of gender and disability in relation to academic staff, have been achieved. Further action will be taken to achieve these targets.

MMU Equality & Diversity Facts and Figures 2008/09:

In the academic year 2008/09 there were 37,323 students enrolled with MMU. The number of staff in post in the same period was 3537². The following graphs provide a further breakdown of staff and student equality monitoring data for:

- Staff in post by Gender, Disability and Ethnicity
- Staff Leavers by Gender, Disability and Ethnicity
- Student Enrolments by Gender, Disability and Ethnicity
- Good Honours by Gender, Disability and Ethnicity

² This figure excludes External Staff Groups and Hourly Paid Lecturers and has been sourced from EMPOWER 1st December 2008



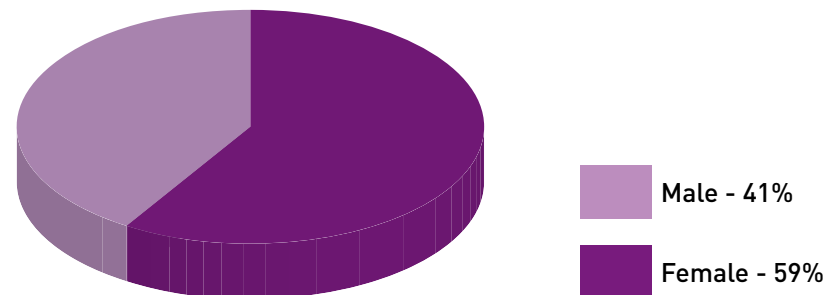
Gender Profiles 2008/09:

Female staff made up 54% of the total staff population at MMU compared with the sector average of 53.2%³. When comparing academic and support staff, there were higher proportions of females in support roles than academic roles. 59% of our students were female (this remained the same as 2007/08) which was higher than the sector average of 57.1%⁴.

Staff in post by Gender

	Academic Exec	Academic	Support Staff Exec	Support Staff
Female	44	634	24	1196
Male	101	703	18	817
Grand Total	145	1337	42	2013

Student Enrolments by Gender



³ Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 –Staff Gender Profiles (using 2007/08 data)

⁴ Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Gender Profiles (using 2007/08 data)

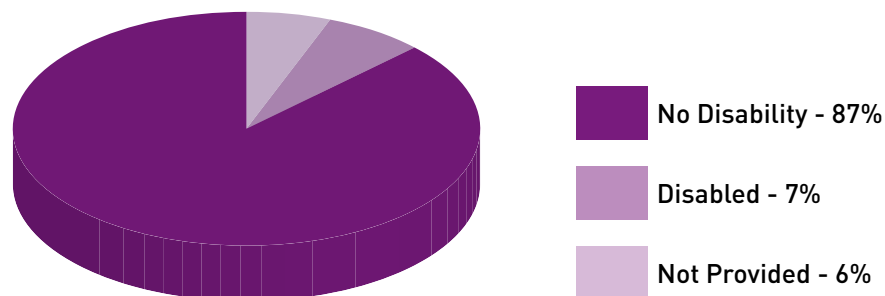
Disability Profiles 2008/09:

6.6% of the total staff population at MMU had disclosed a disability compared with the sector average of 2.7%⁵. The significant increase in disclosure and recruitment of disabled staff has achieved the University's equality disability target set in 2004 at 5.8%⁶. 7% of our students were disabled, an increase of 1.3% from 2005/06⁷. The figures closely match the sector average of 7.1%⁸.

Staff in post by Disability

	Academic Exec	Academic	Support Staff Exec	Support Staff
Declared Disabled	13	77	5	140
Information not provided	1	37	0	46
Not Known to be Disabled	131	1223	37	1827
Grand Total	145	1337	42	2013

Student Enrolments by Disability



⁵ Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Staff Disability Profiles (using 2007/08 data)

⁶ Manchester Metropolitan University Disability Scheme 2006

⁷ See above

⁸ Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Disability Profiles (using 2007/08 data)

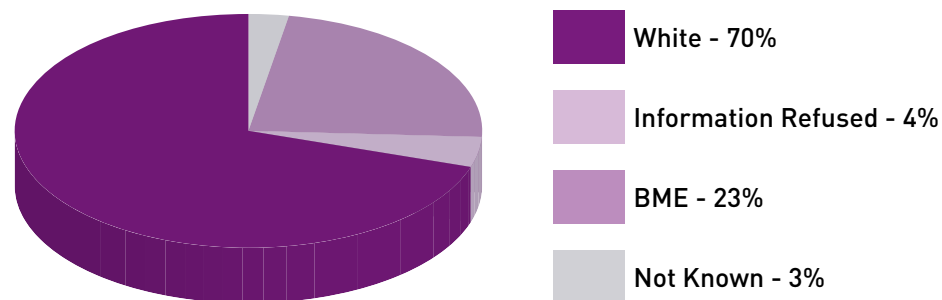
Ethnicity Profiles 2008/09:

10% of the MMU staff population classified themselves as BME⁹ which is a higher proportion than the sector BME average for UK national staff at 6.4%. A recent review of the institutional targets¹⁰ for ethnicity showed that targets were met across all staff groups (academic, academic exec, support, support exec and manual). BME students made up 23% of the MMU student population which compared more favourably than the sector average of 17.2%¹¹.

Staff in post by Ethnicity

	Academic Exec	Academic	Support Staff Exec	Support Staff
Black & Minority Ethnic	4	126	3	227
Information Refused	2	3	1	28
White	139	1173	38	1757
Not Known	0	5	0	1
Grand Total	145	1337	42	2013

Student Enrolments by Ethnicity



⁹ Includes UK nationals and non-nationals

¹⁰ Institutional targets set in 2004 to be achieved by 2009 - Equality and Diversity Report 2009

¹¹ Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Ethnicity Profiles (using 2007/08 data)

Staff Recruitment 2008/09:

	Applied	1st Interview	Offer	Accepted
Female	56%	17%	25%	88%
Male	43%	15%	24%	82%
Not Known	1%	27%	10%	100%

56% of the total applications received during 2008/09 were from females, an increase of 1% on 2007/08¹². Although male applications were lower than female applications, there was only 1% difference between female/male offer rates.

	Applied	1st Interview	Offer	Accepted
Declared Disabled	2%	22%	15%	71%
Information not provided	0%	15%	29%	100%
Not Known to be Disabled	98%	16%	24%	86%

Of the total applications 2% were from applicants who have disclosed a disability, this has reduced by 1% from 2007/08¹³. However, there was a higher percentage of disabled applicants gaining a first interview when compared to those not known to be disabled. This may be in part as a result of the Disability Two Ticks Standard adopted at MMU¹⁴. The percentage of positions offered to disabled applicants increased from 11% in 2007/08¹⁵ to 15% in 2008/09.

	Applied	1st Interview	Offer	Accepted
Black & Minority Ethnic	25%	12%	18%	81%
Information Refused	4%	18%	29%	80%
White	71%	18%	25%	87%

The percentage of BME job applicants in 2008/09 was 25%; an increase of 2% from 2007/08¹⁶. The success rate for BME applicants at the first interview and offer stages is lower than that for white applicants. This percentage difference is consistent with previous years (2007/08¹⁷, 2006/07¹⁸).

¹² Recruitment and Selection Equality Impact Assessment Report September 2009

¹³ See above

¹⁴ The symbol is awarded to those employers who demonstrate a positive commitment to the recruitment and employment of disabled people

¹⁵ Recruitment and Selection Equality Impact Assessment Report September 2009

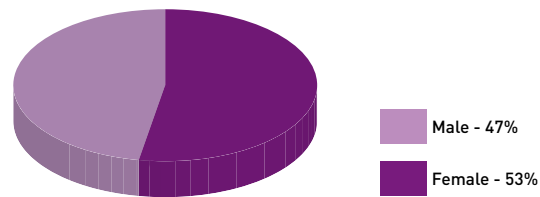
¹⁶ See above

¹⁷ MMU Recruitment and Retention Report, 2007/08

¹⁸ MMU Recruitment and Retention Report, 2006/07

Staff Leavers 2008/09:

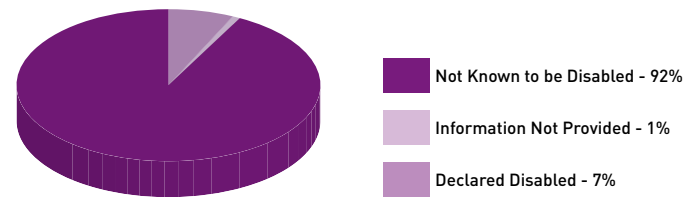
Staff Leavers by Gender



Of the total staff leaving the University during 2008/09 53% were female, a reduction of 9% on 2006/07 and 2007/08¹⁹.

¹⁹ Data sourced from MMU Equality & Diversity website

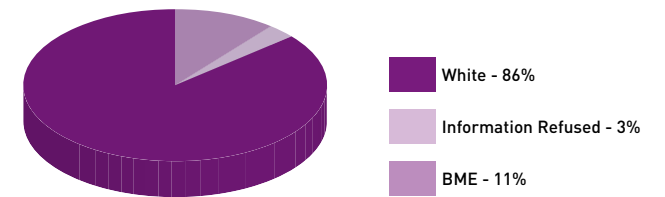
Staff Leavers by Disability



Of the total staff leavers for 2008/09 7% were disabled, an increase of 4% and 3% respectively on 2006/07 and 2007/08²⁰.

²⁰ Data sourced from MMU Equality & Diversity website

Staff Leavers by Ethnicity



The number of BME staff leaving the University reduced to 11% during 2008/09 from 25% in 2007/08²¹.

²¹ Data sourced from MMU Equality & Diversity website

Student Facts and Figures 2008/09:

	First Degree	1st + 2.i	% Good Hon
Female	3,419	2,145	59%
Male	2,516	1,261	50%
Grand Total	5,935	3,406	57%

	First Degree	1st + 2.i	% Good Hon
Disabled	523	306	59%
No Disability	5,261	3,018	57%
Not Provided	151	82	54%
Grand Total	5,935	3,406	57%

	First Degree	1st + 2.i	% Good Hon
BME	1,285	529	41%
Information Refused	168	65	39%
Not Known	121	70	58%
White	4,361	2,742	63%
Grand Total	5,395	3,406	57%

Good Honours by Gender

In 2008/09 the proportion of female students being awarded a 1st or 2.i degree was 63%, an increase of 2% from 2007/08²² and closely matched the sector average of 63.8%²³. The proportion of males was 50%, a reduction of 1% on 2007/08²⁴ and slightly under the sector average of 58%²⁵.

Good Honours by Disability

In 2008/09 the proportion of disabled students being awarded a 1st or 2.i degree was 59%, an increase of 4% from 2007/08²⁶ and matched the sector average of 59%²⁷.

Good Honours by Ethnicity

In 2008/09 the proportion of BME students being awarded a 1st or 2.i degree was 41%, a slight drop of 2% from 2007/08²⁸. The sector average of BME students being awarded a 1st or 2.i degree for 2008/09 was 48%²⁹. Similarly the percentage of white students being awarded a 1st or 2.i degree was 63% and below the sector average of 66%³⁰.

22 Sourced from UNIVIEW, 4th Feb 2010

23 Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Ethnicity Profiles (using 2007/08 data) – Table B3

24 Sourced from UNIVIEW, 4th Feb 2010

25 Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Ethnicity Profiles (using 2007/08 data) – Table B3

26 Sourced from UNIVIEW, 4th Feb 2010

27 Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Ethnicity Profiles (using 2007/08 data) - Table B9

28 Sourced from UNIVIEW, 4th Feb 2010

29 Equality Challenge Unit, Equality in Higher Education -Statistical Report 2009 – Student Ethnicity Profiles (using 2007/08 data) – Table B6

30 See above

Having Your Say

How your voice can have an impact at MMU...

MMU's Single Equality Scheme

The Equality and Diversity Team are leading the development of the University's first Single Equality Scheme (SES) which will involve merging the existing schemes and action plans (disability, race and gender) into one overarching scheme. It will also cover actions designed to help achieve equality on the grounds of sexual orientation, age and religion/belief. Our aim is not just to be compliant, but to demonstrate best practice and, ultimately, to be an exemplar in Equality and Diversity in the HEI sector. The University aspires to develop a single equality scheme and implement actions and policies that will help achieve this aim.

The development of a single equality Scheme is not about increasing paperwork and regulatory burden and it is certainly not about 'tick box' exercises. This is about taking practical steps to promote equality of opportunity and eliminate discrimination in any form. It is about our practices, how we provide or buy services, how we work together and in partnership with others and how we include equality in everything we do.

You can help to shape our first equality scheme.

Essential to the success of any equality scheme is the **involvement of all those who will be affected**. That means not only the particular equality groups – vital though they are – but all our staff and students. The wider the group of people involved, the more targeted and **effective** the final scheme is likely to be. It was through this critical process that the

University was able to develop and implement its Race equality policy, and the Disability and Gender Equality Schemes.

Ways to get involved and have your say...

Our consultation strategy includes discussions with various stakeholders during April 2010 (Trade Unions, Equality Fora and Students Union). Please feel free to pass your comments, ideas and feedback to your representative for inclusion in those meetings. For more information or to complete one of our *Equality Matters* Comments Cards please visit: www.mmu.ac.uk/humanresources/equalities/sesconsultation/ or call the E&D Team (details on the back page).

We look forward to working with colleagues across the university to put into practice the actions that are identified through this process.

Other ways to get involved

Join any of the University's Equality Fora. The Fora are a vehicle for staff to address issues of equality and diversity within MMU and is an opportunity for ALL staff to move forward together in promoting equality of opportunity and diversity. A significant amount of work has been progressed through the proactive efforts of our equality staff fora. To find out when meetings are taking place and/or to become a member of the equality fora, please contact the E&D Co-ordinator (details on the back page).



Key Equality and Diversity Contacts

Chairs & Membership of MMU Equality Fora

Disabled Staff Forum (DSF)

Membership: By virtue of experience.

Co-Chair: Anna Charles-Jones

Ext. 3041 **Email:** A.charlesjones@mmu.ac.uk

Co-Chair: Marina Matosic

Ext. 3484 **Email:** M.matosic@mmu.ac.uk

Website: www.mmu.ac.uk/humanresources/equalities/disability/

Black & Minority Ethnic Staff Forum (BME)

Membership: All Staff welcome to join.

Interim Chair: Asiya Siddiquee

Ext. 2556 **Email:** A.siddiquee@mmu.ac.uk

Vice-Chair: Vacant

Website: www.mmu.ac.uk/humanresources/equalities/bme/

Gender Staff Forum (GSF)

Membership: All Staff welcome to join.

Chair: Catherine Little

Ext. 3073 **Email:** C.little@mmu.ac.uk

Vice-Chair: Helen Jones

Ext. 3997 **Email:** H.jones@mmu.ac.uk

Website: www.mmu.ac.uk/humanresources/equalities/gender/

Lesbian, Gay, Bisexual & Transgender (LGBT) Forum

Due to be launched in *summer 2010*

Increasing Communication

All the Equality Forums have their own email discussion lists so members can discuss hot topics, share ideas/notices and stay informed in case they cannot attend the meetings:

BME Staff Forum: bme@mmu.ac.uk

Disabled Staff Forum: dsf@mmu.ac.uk

Gender Staff Forum: gsf@mmu.ac.uk

Please get in touch with the E&D Team if you wish to subscribe to any of these lists.



New Developments

Future Plans

There are a number of issues that will influence the activities of the E&D team. These are set out below.

2009/10 Equality and Diversity priorities and key activities

During the academic year 2009-10 we will continue to build on successes achieved in 2008/09. A major factor in determining our equality and diversity priorities for 2009/10 will be the new Equality Bill which is expected to receive Royal Assent in spring 2010. The Equality Bill intends to strengthen equality law and will, amongst other things:

- Introduce a new public sector duty to consider reducing socio-economic inequalities.
- Introduce a new Equality Duty on public bodies.
- Use public procurement to improve equality.
- Introduce gender pay and equality reports.
- Extend the scope to use positive action.
- Strengthen protection from discrimination for disabled people.

The New Equality Duty

The Equality Bill will create a new single public sector duty which will continue to cover race, gender, and disability but will be extended to cover age, sexual orientation, religion or belief, pregnancy and maternity and gender-reassignment. Our work on the Single Equality Scheme will prepare us to meet this new legislation. Additionally, the new equality duty will require public bodies to consider the needs of diverse groups in the community when designing

and delivering public services. The impact on higher education is that the Duty is likely to require a more systematic and evidence based approach to all the equality areas.

Equal Pay Audit

As part of the University's commitment to promoting equality of opportunity and ensuring equal pay for work of equal value, it is intended to conduct a full equal pay audit during 2010. There are two key drivers behind the requirement to conduct an equal pay audit:

- the implementation of the Framework Agreement
- statutory requirements through the Equality Act 2007 which required public bodies to put specific measures in place to eliminate unlawful sex discrimination and to promote equality of treatment between men and women, including equal pay.

Although the 2007 Act did not specifically require the University to conduct an equal pay audit, this is on the agenda for the future as the current Equalities Bill will require the publication of gender pay gap information.

Dignity at Work

The Anti-Bullying & Harassment Advisor Network provide advice and support to staff who believe they are being bullied or harassed at work. The E&D Team will review and revise the provision of support provided by Advisors and ensure that it is representative of the MMU workforce.

LGBT Matters

The E&D Team will support the creation of a new forum for the discussion of LGBT issues. The forum will enable engagement and networking between those staff who may find it difficult to seek support. It will also act as a force for positive change in culture and experiences of LGBT staff.

Conclusion

Equality and diversity is fundamental to the achievement of the University's mission and vision and is integral to its values. The University has put considerable emphasis on ensuring that its values are underpinned by action. Good progress has been made in relation to the equalities agenda during 2008/09 and ensures that MMU is well placed to meet the challenges to be faced in 2009/10.



**Manchester
Metropolitan
University**

This report is available online at www.mmu.ac.uk/ and can be made available in other formats on request. You can give us feedback about the report by sending an email to equalities@mmu.ac.uk. We welcome and look forward to reading your comments.

The Equality & Diversity Team

Wendy Kenyon

Equality & Diversity Manager

E: w.kenyon@mmu.ac.uk

T: 0161 247 6294

Mona Patel

Equality and Diversity Officer

E: mona.patel@mmu.ac.uk

T: 0161 247 3301

Vicci Jarman

Equality and Diversity Co-ordinator

E: v.jarman@mmu.ac.uk

T: 0161 247 6415

Katherine Wrigglesworth

Equality and Diversity Assistant

E: k.wrigglesworth@mmu.ac.uk

T: 0161 247 6417

www.mmu.ac.uk/humanresources/equalities/

