



Manchester  
Metropolitan  
University

# Manchester Metropolitan University's Single Equality Scheme (SES)

launched October 2010

Summary Version (produced March 2011)

# MMU SINGLE EQUALITY SCHEME

## FOREWORD

This summary document lifts key messages directly from the Single Equality Scheme (SES), which was officially launched on 20<sup>th</sup> October 2010 at the Equality and Diversity Event held at MMU. It is intended to give a brief overview of the scheme and its objectives.

## INTRODUCTION

MMU is proud of its diverse community of staff, students and visitors and is committed to creating a positive environment where everyone is treated with dignity and respect. The commitment to achieving best practice in the area of equal opportunities and promotion of diversity is reflected in our values:

- to respect the rights and views of the individual; and
- to value and promote diversity

Our vision for equality and diversity is to ensure that all those with the potential to benefit from higher education have the opportunity to do so and to develop a more equitable and supportive environment for our staff. These commitments inform our equality policies, schemes and procedures, which assist in achieving the University strategic objectives.

The Single Equality Scheme brings together three existing duties on race, disability and gender and extends the scheme to sexual orientation, religion and belief, age and transgender. The inclusion of the seven strands<sup>1</sup> reflects and anticipates the introduction of the Equality Act 2010 which received Royal Assent on the 8<sup>th</sup> April 2010 and came into force starting with the main provisions in October 2010.

The existing action plans and schemes have been reviewed as part of the development of this Scheme.

## AIMS OF THE SCHEME

Through the Single Equality Scheme and Action Plan we aim to achieve the following objectives:

- To promote dignity, respect and understanding within the University and the wider community as well as promote good relations between different groups

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<sup>1</sup> Seven strands include: Race, Disability, Gender, Age, Sexual Orientation, Religion and Belief and Gender Reassignment

- To attract, select and retain a diverse range of talented people to study at the University. To create an environment that encourages and supports all students to actively engage with the University and realise their full potential
- To attract, select and retain a diverse range of skilled and competent people to work at the University.
- To create an environment that encourages and supports all staff to actively engage with the University and realise their full potential
- To ensure campus buildings and infrastructure reflect the diverse needs of the University's community and provide an accessible and inclusive learning and working environment
- To ensure that all the University's policies, practices and procedures are equality proofed

## **MMU SINGLE EQUALITY SCHEME ACTION PLAN**

The Single Equality Scheme action plan incorporates outstanding actions from previous schemes and includes further actions and developments on new equality strands identified through consultation with staff, students and external stakeholders.

The specific actions we will take are grouped under a series of themes:

- **Effective communication- both internal and external**

Awareness, feedback and involvement

Regional and community impact

- **Strategic Planning, Management and Reporting**

- **Student Experience**

Admissions, Induction, Retention

Teaching & learning, Curriculum and Assessment

- **Staff Experience**

Recruitment & Selection, induction

Training and Development

Rewards and Benefits

Support for staff

- **Facilities Services and Procurement**
- **Environment/Physical Access**

## **CONSULTATION AND INVOLVEMENT**

In developing this first Single Equality Scheme, Staff, students and stakeholders engagement and consultation in the design of the scheme included:

- The delivery of seven Equality Matters road shows across MMU
- Delivery of four equality focus groups
- Online consultation through the development of a dedicated SES web page and online feedback forms
- Stakeholder SES consultation meetings

Generally staff and students felt they are treated fairly, there is a good level of awareness in relation to cultural diversity of the local community. MMU is perceived to be an equitable organisation and no barriers in relation to work or studies were highlighted. The main theme of the feedback highlighted the need to raise the profile of equality and diversity across the University and some people felt the provision of contemplative rooms as well as issues regarding disabled access at some of MMU's sites were priorities.

Long term engagement of disabled people in the development, monitoring and improvement of the former Disability Equality Scheme included:

- participation in accessible consultative arrangements
- surveys conducted by the learner development service
- via networks; including the Disabled Staff Forum and the Disability Network group for students
- working collaboratively with external organisations such as the Equality Challenge Unit, DisabledGo, Jobcentre Plus and the Employers Forum on Disability.
- use of the Equality Impact Assessment process to improve the outcomes experienced by disabled people and actively involve disabled people in the identification of data needs, especially around outcomes.

Continuous improvement will be measured by collection of data and development of targets.

# ACCOUNTABILITY AND RESPONSIBILITY

The responsibility for delivering the equality agenda extends to every member of the organisation and the implementation of this scheme is therefore a shared responsibility amongst staff employed by MMU. In addition, key individuals have specific responsibilities as set out below:

- Overall responsibility for the Single Equality Scheme<sup>2</sup> will sit with the Vice Chancellor and the Director of HR
- The Governing body will oversee the Universities progress with the scheme through regular agenda items at meetings of the Board
- The Diversity and Equal Opportunities Committee (DEOC) has a responsibility for ensuring that our aims regarding equality and diversity are met
- The Head of Organisation Development, Training and Diversity (ODTD) will ensure that staff and managers are aware of their responsibilities under this Scheme
- The Head of ODTD is responsible for the overall implementation and monitoring of the scheme and the action plan and will provide progress reports on an annual basis. The Equality and Diversity team within ODTD is responsible for supporting those responsible for delivering specific actions
- Deans, Directors, Heads of Department, Managers and Supervisors are responsible for promoting equality and diversity to students and staff. Additionally, line managers are responsible for ensuring that staff identified as having specific responsibilities engage with the scheme and carry out actions arising from the SES Action plan
- All members of staff, students, partners, service providers and suppliers in the University are expected to comply with the scheme, action plan and the Equality and Diversity Policy

The annual Equality and Diversity Report will provide updates on the progress being made on implementing the Single Equality Scheme and its associated action plan.

The reporting process will help us to:

- ensure we are meeting our duties and complying with legislation
- Identify any areas where further action needs to be taken to address inequalities

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<sup>2</sup> The single equality scheme includes the associated action plan, Equality and Diversity Policies and Equality related initiatives and projects

- Review progress against Equality and Diversity objectives and institutional targets
- Feed into the Universities strategic planning cycle
- Provide an update on progress and outcomes with regard to Equality Impact Assessments

The Scheme, action plan and subsequent annual progress reports will be published and circulated both internally and externally on the Equalities Website

## **CONTACTS AND FEEDBACK**

To see the full scheme and its accompanying appendices please visit:

<http://www.mmu.ac.uk/humanresources/equalities/sesconsultation/index.php>

Should you need to contact a member of the Equality and Diversity team, details can be found on page 15 of the scheme.