

## **Equality Objectives (2022 – 2026)**

The Equality Act (2010) places all public bodies under an active duty to promote equality and requires them to set themselves at least one objective which they believe they should meet, in order to further any of the aims of the General Equality Duty.

The objectives challenge the university to advance equality, diversity and inclusion in key areas and improve the experience of people from underrepresented groups. Priorities reflect the needs of staff and students and support the strategic plans of the University, as set out in Equality, Diversity and Inclusion Committee. The objectives are based on evidence, and rendered measurable over time, to mitigate risk, map changes, and support action.

The objectives have been developed according to evidence drawn from ongoing equality, diversity, and inclusion work within the university, a review of key equality matters across UK higher education institutions and an analysis of Roehampton specific inequalities and contextual factors.

The University has agreed to the following suite of objectives reflecting Roehampton's strategic priorities in relation to sustainability, progression and equality of opportunity:

1. Continue to advance equality, diversity and inclusion at the University of Roehampton, in everything we do.
2. Equip our staff and students to challenge inequality, wherever they encounter it.
3. Ensure that EDI is considered in estates, IT planning and learning and teaching development to enable physical and virtual environments to be accessible for everyone.
4. To capture and store comprehensive and robust EDI data, to support the delivery of an inclusive and supportive environment for staff and students. This will be measured by a demonstrable improvement in the percentage of disclosures, where disclosure rates are currently low.
5. To make a consistent improvement in the recruitment, support and progression of academic professional staff who are of ethnic minority, through targeted response to identified barriers.
6. To ensure the support and inclusion of staff and students with disabilities.
7. Improve student awarding gap & progression

These objectives will be supported by an action plan and the University will report annually on the progress made in meeting them, as part of its Equality Report.

