University of Leicester
Equality Objectives
January 2014 to January 2018

The following objectives are set out in accordance with the Specific Duties of the Public Equality Duty arising from the Equality Act 2010.

The following corporate equality objectives have been derived from the declared beliefs and values of the University as articulated in the University’s Mission Statement. These are:

- The University is passionate about achieving equality of opportunity for all its students, staff and other stakeholders and will do so by identifying measurable equality objectives and working closely with individuals and groups identified within the Equalities governance structures.
- The University values and supports the significant economic, intellectual, contributions our diverse staff and student can make internationally, and recognises the role it plays in ensuring that our staff and student are aware of equalities within their work.
- The University seeks to eliminate unlawful discrimination, harassment and victimisation.
- The University will advance equality of opportunity, equal participation and harmonious relations for its diverse student and staff body in all its functions including in its role as a provider of higher education and an employer.
- The University will make reasonable adjustments and promote equality of opportunity for all to ensure that we provide first rate teaching and research environment.
- The University values the positive contributions individuals and groups can make in advancing equalities for all, and is committed to listening and learning from the diverse range of people who have a relationship with the University.

**Objectives**

1. To achieve a disclosure rate for sexual orientation and religion that is better than the UK average rate as published in the ECU annual statistical report. To improve disclosure rates for monitoring of ethnicity for staff and students by achieving less than 5% of people for whom we have no data on ethnicity (unknown)
2. To incorporate Equalities Data into standard reporting to identify areas where work to advance equality of opportunity is required.
3. To strengthen and publicise policies and processes relating to harassment and discrimination for employees and students.
4. To work with everyone within the equalities governance structures to incorporate equalities as standard working practice within departmental and corporate activities.
5. To ensure that employees and students who associate with a protected characteristic feel confident and comfortable in assisting the Equalities Unit to advance equality of opportunity and foster good relations for these groups
6. To identify and address issues impacting on BME employees
7. Incorporate the process of taking due regard on all new and reviewed policies.
8. To ensure that all staff have undertaken Equalities Training.
9. To become a Stonewall Top 100 employer
10. To achieve institutional silver Athena Swan
11. To achieve the Race and Gender Charter Mark.
12. To action the findings of the Research Excellence Framework equality impact assessment