**Progress update of the RVC Equality and Diversity Objectives and Action Plan (EOAP) 2015-2019**

Below are a list of all the actions that have been achieved as part of meeting the objectives set out in the EOAP 2015-2019. Some of these actions have been completed but are ongoing whilst others have been completed and will not be included in the revised Equality Objective and Action plan 2020 – 2024.

***Actions completed but still are ongoing***

|  |  |
| --- | --- |
| **Action** | **Outcome** |
| * 1. Ensure Equality and Diversity (E&D) underpins all decision making at the RVC | E&D has been added as a standing agenda item for all RVC committee meetings. All committees have been asked to consider whether or not there is an impact on E&D or wellbeing for every agenda item. Some address this per item while some have a standard questions at the meeting asking if any issues should be identified. All papers presented at Council Executive Committee have been assessed to determine if the proposal or review has a positive or negative impact on E&D. |
| 1.3 Review of strategic committees to allow for staff to participate where they would not normally have an opportunity with the ultimate aim to improve diversity on such committees | * A strategic review of committees took place. This has resulted in the Equality and Diversity Committee Chair now being a permanent member of the CEC. |
| 1.4 Appropriate College resources are allocated to support E&D activities | A Diversity and Inclusion Manager was appointed in November 2015, whose role is to provide guidance and direction for the College to deliver on the equality objectives and all other relevant areas such as Athena SWAN and gender pay gap reports. |
| 1.5 Budget to be made available for departments - to utilise for family leave such as temporary replacement posts to cover parental leave | Budgets have been made available to departments for family leave cover and will continue to do so. |
| 2.1 Increase awareness of RVC Equality and Diversity | * Staff and student updates are provided via the intranet on Message of the Day * Equality and Diversity Committee minutes and via departmental E&D action plans. * An E&D webpage has been created which provides information on E&D initiatives and policies. |
| 2.2 Revise E&D webpages | E&D webpages are updated regularly and provide information on a range of activities, initiatives including sharing of good practice and policy changes. |
| 2.3 Provide regular information to highlight E&D projects and events. | Regular staff and student updates are provided via Message of the Day. |
| 3.1 Continue to meet obligations under the Equality Act 2010 | The RVC continues to meet its statutory obligation under the Equality Act 2010 in delivering staff and student functions. |
| 3.2 Implement Equality Impact Assessment process | Equality Analysis (Equality Impact Assessments, EIA) guidance has been produced. Training sessions on how to conduct equality analysis (EIA) are offered to staff who have a responsibility for policy or service review/development. |
| 3.4 Implement equality considerations relating to the Research Excellence Framework | A Code of Practice has been produced to ensure that there is fairness and transparency in all aspects of decision making relating to the Research Excellence Framework 2021. |
| 3.5 All external contractors to recognise RVC E&D policies as part of any tender process | There is a commitment to ensure all formal tenders have an E&D Policy in place and recognise the RVC E&D policy. |
| 4.1 Implement E&D training for students | Equality and Diversity awareness is integrated as part of student extended induction. |
| 4.2 Implement regular E&D refresher training for existing staff | E&D training was reviewed in 2017. It is now mandatory that staff attend regular refresher training every three years. |
| 4.3 Implement revised E&D training/support available to line managers/supervisors/tutors | Line managers, supervisors and tutors have access to the online E&D training for managers. |
| 4.5 Promote disability provision | Review disability support provision in terms of clear signposting and processes to ensure students are supported appropriately at each step of their student journey. Student disability provision is provided as part of student support services in Learning and Wellbeing. Staff disability provision is provided by HR under the guidance of the Diversity and Inclusion Manager. |
| 4.6 Implement actions to increase disability disclosure rate for staff and students | A staff audit was carried out in 2019 requiring staff to complete personal details. This audit will be repeated every two years. Student disability disclosure is captured as part of student induction. |
| 4.8 Provide suitable room to enable returning mothers to express milk | Appropriate facilities have been provided on both campuses. |
| 4.9 To promote Family Leave policies including support available | * Staff are aware of Family leave policy and shared Parental Leave Policy via E&D departmental action plans. * Training has been provided to managers and staff to raise awareness around Flexible Working (FW) it is recognised that FW is not solely for family leave). |
| 4.10 Create ‘forums’ of appropriate groups which would report to the Equality Strategy Group (replaced by Equality and Diversity Committee) | The following networks have been set up (Black Asian and Minority Ethnic - BAME), Carers and Lesbian, Gay, Bisexual Transgender (LGBT+). Further work needs to be carried to progress these networks. |
| 4.11 Implement actions to increase the proportion of Black Asian and Minority Ethnic (BAME) applicants who receive job offers | Equality Monitoring data has highlighted that the proportion of job offers made to BAME applicants is comparable to ‘white’ applicants. However the data highlights that a lower proportion of BAME applicants are shortlisted when compared to ‘white’ applicants. A BAME project group has been set up to investigate this issue. |
| 4.12 Complete Equal Pay Audit and develop appropriate action to address equal pay issues. | Equal Pay audit was carried out in 2015 with no major equal pay issues were identified. The next equal pay audit will be carried out in 2020. |
| 4.13 Explicitly welcome formal flexible working arrangements/requests for all staff. This will embed a culture which supports formal flexible working arrangements | There has been an increase in formal and informal flexible working arrangements. All formal FW requests are now recorded and reported annually via the Equality Monitoring Report. Informal requests are recorded via the E&D departmental action plan. |
| 4.14 Review support available to transgender staff and students | A transgender awareness session was delivered to all staff in 2017 and a LGBT+ an informal staff network has been set up. Further work needs to be carried out which includes more work on policy development. |
| 4.15 Record data on Religion & Belief and Sexual Orientation | Equality Monitoring categories have been reviewed and now the College has started to record data on Religion & Belief and Sexual Orientation. |
| 4.16 Ensure E&D initiatives are informed by RVC Charter, Wellbeing Review and work undertaken by the Associate Dean (Learning and Student Experience) and Student Development Committee | This action is being addressed via the various strands of the revised EOAP 2020-2024 and the Professional Services Department operational plan. |

|  |  |
| --- | --- |
| 1.2 Equality Strategy Group (ESG) to be recognised as an official RVC committee | Now replaced by the Equality and Diversity Committee which formally reports to CEC. |
| 3.3 Achieve Organisation Athena SWAN Bronze Award | RVC now holds the Bronze Athena SWAN Charter, and is working towards achieving the objectives set out in the Athena SWAN Action Plan. To support this local E&D action plan which have were introduced in 2017. |
| 1.6 Review of Equality Strategy Group membership and responsibilities | The ESG membership role and responsibilities have been reviewed and renamed as Equality and Diversity Committee. Each member is an Equality and Diversity Champion who promotes and advocates the E&D agenda within their area or department. |
| 4.7 Continue to investigate creation of on-site childcare facilities. In the interim, actively source appropriate alternative options in local area (covering Hawkshead and Camden) | The provision of on-site childcare facilities was investigated- it has been identified that there is appropriate childcare provision within the local area. The College will review whether an updated review should take place. |

***Actions that have been completed and are either no longer required or still under review***