SCHOOL EQUALITY OBJECTIVES 2013 - 2014

The Equal Opportunities Committee reviewed the equality objectives for 2012 – 2013 at their meeting on 28 February and agreed to continue these in 2013 -2014.

The overall aim for the School is 'To embed equality and diversity into all of the activities of the School'. To achieve the above the School is committed to providing training and support for staff and students as appropriate to raise awareness, challenge attitudes and provide specific skills.

The equality objectives are set out under the following headings. The text in bold, summarises progress.

Age

- To keep under review HR policies and practices in relation to the removal of the Default Retirement Age – to be monitored through baseline data to see if there is a change in the age profile of those staff leaving.

Data on the age of staff is collected. On 1 June 2011, there were 23 members of staff aged 66 or over. On 1 June 2012, there were 29. With the removal of Distance Learning Tutors, the figures are 16 and 20 retrospectively. In terms of retirement, the average age after removing ill health retirements is the same for calendar years 2011 and 2012.

Disability

- To develop a set of maps with information for disabled students, staff and visitors – to be monitored from feedback from disabled staff, students and visitors.

Maps for Keppel Street building have been updated as a starting point. They can be found at the following links:

http://www.lshtm.ac.uk/edu/tso/maps/keppel_street_lower_ground_floor_map.pdf
http://www.lshtm.ac.uk/edu/tso/maps/keppel_street_ground_floor_map.pdf
http://www.lshtm.ac.uk/edu/tso/maps/keppel_street_1st_floor_map.pdf
http://www.lshtm.ac.uk/edu/tso/maps/keppel_street_2nd_floor_map.pdf
http://www.lshtm.ac.uk/edu/tso/maps/keppel_street_3rd_floor_map.pdf

A copy of the map for the ground floor is attached to this report for information.
The School to continue to be a Disability Symbol user – to be monitored by Jobcentre Plus who will analyse our annual reports and assess whether the School is meeting the necessary criteria to continue as a Symbol user.

The School has continued to be a Disability Symbol user and the EOC agreed the latest annual review at their meeting in November 2012. The review can be found at the following link:


To continue to publish the Equal Opportunities Employment Data reports on an annual basis, identifying any issues of concern and identifying actions – to be monitored by the action taken to address any issues identified.

Data was included and published in the Disability Symbol review.

Gender

To achieve Athena SWAN awards – a Bronze School award and Silver Faculty awards – to be monitored by the success in achieving these awards.

The School achieved a Bronze School award in March 2012. The three faculties now have their own Self Assessment Teams and all three submitted applications for Silver/Bronze Awards in November 2012.

To continue to publish the Equal Opportunities Employment Data reports on an annual basis, identifying any issues of concern and identifying actions – to be monitored by the action taken to address any issues identified.

Data was presented to the November 2012 Equal Opportunities Committee. 63.4% of staff on 1 June 2012 was female (excluding Distance Learning Tutors). Hesa statistics for 2010/11 states the overall UK percentage as 53.7%.

To undertake an Equal Pay Audit every 3 years – to be monitored by calculating pay gaps for all grades of staff and investigating any instances of gaps of 5% or more.

Work is still continuing on the audit. Spreadsheets have been produced relating to gender, age, disability, ethnicity, and part – time/full time staff. The spreadsheet on permanent and fixed term staff is near to completion and then analysis of pay gaps can be undertaken to complete the audit.

LGB

To commence collection staff monitoring data on sexual orientation – to monitor through the annual analysis of data identifying any issues or trends that may need addressing - to be monitored by the action taken to address any issues identified.

Collection of staff data started in February 2012 for all applicants to the School and for new starters. Analysis on a full year of data will be undertaken after the June 2013 census day along with the analysis of other monitoring statistics. Data collected from new starters is currently on paper records, it is planned for
this to be transferred to an electronic system in the near future. Collection of data for students started in September 2012.

- To make the support offered more visible – by using the Stonewall equality index as a basis to revise polices or practices.

To identify funds for affiliation to Stonewell in the 2013 budget.

Race equality

- To continue to publish the Equal Opportunities Employment Data reports on annual basis, identifying any issues of concern and identifying actions – to be monitored by the action taken to address any issues identified.

Monitoring data has been produced. The overall percentage of BME staff on 1 June 2012 was 19% (excluding Distance Learning Tutors). Hesa statistics for 2010/11 states the overall UK percentage as 11%.

Religion and belief

- To commence collection of staff monitoring data on religion and belief - to monitor through the annual analysis of data identifying any issues or trends that may need addressing.

Collection of staff data started in February 2012 for all applicants to the School and for new starters. Analysis on a full year of data will be undertaken after the June 2013 census day along with the analysis of other monitoring statistics. Data collected from new starters is currently on paper records, it is planned for this to be transferred to an electronic system in the near future.

- To review and improve the prayer room facilities. (A facility available for staff and students) - to be monitored through use of the room and feedback from staff and students.

Work is currently underway on plans to refurbish the Faith room along with the gents and ladies toilets located a little further up the corridor. These will be renovated to provide new ablation facilities for students that use the prayer room with works expected to take place in May/June 2013.

Transgender

- To develop and publish a policy for transgender staff and students, consulting staff and students in its development, and by therefore making available support more visible - to be monitored by feedback sought from transgender students and staff.

The Equal Opportunities Committee approved a new policy in November 2012. This is available at the following link:

http://www.lshtm.ac.uk/humanresources/equalopps/transgender_policy.pdf
Equality and Diversity actions

The objectives build on existing actions already in place and should be read in conjunction with the School's Equality and Diversity strategy, Race Policy, Gender Scheme, Disability Scheme and the Athena SWAN applications and action plans so as to get a full picture of the commitment to equality and diversity and meeting the requirements of the Equality Act 2010.

March 2013