Equality & Diversity: 
Beyond Policy and Compliance to Inclusion.

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Outline

• Interrogating your talent pipeline for gender (in)equality.
• Developing tools that make a real difference in attracting and retaining disabled talent.
• Becoming a Stonewall Top 100 Employer.
Interrogating your talent pipeline for gender (in)equality
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- Employers in the public sector are required to produce annual equality monitoring data to demonstrate compliance with the public sector equality duty.
Interrogating your talent pipeline for gender (in)equality

Figure 4.2 Female percentage of all university academic staff by grade 2013/14 to 2015/16 with UK benchmark 2014/15 (Overall numbers)
Interrogating your talent pipeline for gender (in)equality

Figure 4.5 MMU Academic Pipeline by Gender 2015/16 compared to 2012/13 and national benchmark (2014/15)

Male and Female Academic Pipeline

UK turning point

MMU turning point

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Figure 4.6 Research Route: Academic Pipeline by Gender 2015/16 compared to 2012/13

Male and Female Academic Pipeline - Research Route
Interrogating your talent pipeline for gender (in)equality

Figure 4.7 Management Route: Academic Pipeline by Gender 2015/16 compared to 2012/13

Male and Female Academic Pipeline - Learning & Teaching/Management Route

- 2015/16 Female
- 2013/14 Female
- 2015/16 Male
- 2013/14 Male

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Figure 4.16 STEMM Academic Pipeline by Gender 2015/16 compared to 2013/14

Male and Female STEMM Academic Pipeline

- Male 2013/14
- Male 2015/16
- Female 2015/16
- Female 2013/14

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Action planning included:

- Engage with those women successfully promoted to the Professoriate to establish which initiatives worked well, and which were unhelpful.
- Target mentoring and coaching opportunities for those women at these key turning points identified in the data.
- Incorporation of Unconscious Bias materials into existing training for recruitment managers.
- Engagement with recruitment agencies responsible for senior appointment referrals.
- Developing a mechanism for identifying women candidates for senior appointments.
Developing tools that make a real difference in attracting and retaining disabled talent
Developing tools that make a real difference in attracting and retaining disabled talent

• There are 13.9 million disabled people in the UK.

• Disabled people are more than twice as likely to be unemployed as non-disabled people.

• A 10 percentage point rise in the employment rate amongst disabled adults would contribute an extra £12 billion to the Exchequer by 2030.

• Disabled people represent a huge untapped talent resource.

• The University recognises the importance of disabled people being in work and has created several tools to remove barriers to the employment of disabled people.
Access for All

If you have any specific requirements, please contact the person you are seeing so we can help make your visit an enjoyable one.

Check routes to our campuses with the Manchester campus map or Cheshire campus map.

Select a building listed below for the Manchester or Cheshire campus for a panoramic view of its entrance and maps of each floor of the interior:

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Publications

Guidance and Support for Disabled Staff

Frequently Asked Questions for Line Managers of Disabled Staff

Checklist for Line Managers of Disabled Staff

Frequently Asked Questions for Disabled Candidates and Prospective Employees

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FAQs for Disabled Candidates and Prospective Employees.

- What is a Disability?
- Why should I read this information before applying for a job at Manchester Met?
- Why should I disclose I am disabled?
- Should I tell you I am disabled on my application form?
- What type of support is available at the University when I commence work?
- What are reasonable adjustments?
- Is there disabled car parking available at Manchester Met?
Publications

All disabled staff are offered an annual opportunity to complete a reasonable adjustment form which:

• Indicates how a particular impairment may affect them at work.
• Details any adjustments required to the workplace.
• Gives details of any indications when an employee may becoming unwell (for colleagues with fluctuating conditions).
• Provides details of methods of keeping in contact in the event of absence.
• Provides a permanent record of the agreement which stays with the colleague should they change roles or managers.
Becoming a Stonewall Top 100 Employer.
Becoming a Stonewall Top 100 Employer

• Appointing a Champion.
• Developing a staff network.
• Developing inclusive policies.
• Some good practice tips.
Appointing and utilising a Senior Champion.

- In 2016 the University Deputy Vice-Chancellor took on the role as the Senior LGBT Champion.
- Seniority is important, ideally someone operating at your Executive level.
- Authenticity is key. If a Champion is not authentic about their involvement it will look piecemeal.
- Visibility.
- LGBT or non-LGBT?
Developing an effective network.

• Terms of reference are really important in establishing an effective network.
• Ownership by network members is crucial, rather than activities being owned by HR/E&D.
• Reporting route for network and defined structure.
• Utilise your network to recruit role models and allies.
• Consider whether membership has to be LGBT or more inclusive.
• Social activities are important (as long as they are inclusive), but ensure that the network doesn’t become a social club.
• For smaller organisations think about joining up with other similar networks.
Manchester Metropolitan University

Message from the Deputy Vice-Chancellor

Jean-Noel Ezingeard is Manchester Metropolitan University's Deputy Vice Chancellor and chair of the University’s Diversity and Equal Opportunities Committee.

"As a University, we are committed to equality for all. We are immensely proud of our diverse LGBT community of staff, students and alumni, and promote an environment of acceptance and inclusion, without exception. Manchester Metropolitan University is dedicated to ensuring that no student or staff member is prohibited from achieving their potential because of their sexual orientation or gender identity.

When organisations like ours stand up against discrimination and prejudice, we take a step forward towards equal rights across the world."

LGBT inclusive message used at induction for all new staff.

"We must continue working to end discrimination and prejudice"
#IDAHOBIT2017 @MMUEqualities

Message from the DVC to mark IDAHoBiT.
Developing inclusive policies.

• Consider whether your policies use inclusive language – e.g. do policies use gendered pronouns? Do they make assumptions about ‘traditional’ families?

• Are benefits inclusive of LGBT people, and where appropriate, their partners and families, and is the language inclusive.

• Use your staff networks to consult on policies, they can provide invaluable insight.

• Utilise resources from Stonewall and any other best practice examples.

• For public sector organisations consider using your EIA process to achieve this.
What were the barriers?

Network groups and attendance.

• The University developed a terms of reference that explicitly gave network members protected time to attend meetings.
• This was publically communicated by the Senior Champion.
• Consider using your PDR/Annual appraisal process to recognise the contribution of network members/Chairs.
• The ‘G’ in LGBT: Consider all identities in the formation of your network and its activities.
Showcasing good practice

The University recognised that Manchester is likely to be a destination of choice for many LGBT Staff and Students. In 2016 we launched a guide for LGBT Staff and Students.

Content included:

- Local LGBT venues
- LGBT inclusive GP surgeries
- Inclusive places of worship
- Local LGBT Sports and activities clubs
- Staff Role model Profiles

Showcasing good practice

LGBT

Sexual orientation
- Someone who does not identify with a gender
- For LGBT Gee or those who are not within the national norm
- Would be more likely to decrease in sexual orientation
- However, the support they receive

Hate Crimes

Hate crimes are any crimes that are targeted at an individual because of their:
- Disability
- Ethnicity
- Gender identity or reas status
- Religion or belief
- Sexual orientation

The crimes can be committed against a person or their property, and you do not have to be a member of the group targeted by the hostility to be a victim.

These five categories listed above are agreed nationally and every police force in England and Wales is required to record hate crimes. Since 2020, Greater Manchester Police have also opted to include ‘Alternative Sub Culture’ in the list of groups.

Hopefully you will never experience hate crime, but if you do, it is really important that you report it, in order to help the police to understand levels of hate crime and improve the way they respond to it, and to reduce the likelihood of it happening to someone else.

You can report hate crimes in several ways:
- Contact the police by phoning 999 (always phone 999 in an emergency)
- Report online via the True Vision website (www.report-it.org.uk)
- Via a third-party reporting centre. To find your nearest centre, visit www.gmp.police.uk/content/neighbourhood

Showcasing good practice

Relating to the index, this publication allowed us profile:

- BME LGBT Role Models.
- Disabled LGBT Role Models.
- Older LGBT Role Models.
- LGBT People of Faith.
- Trans Role Models.

Showcasing good practice

Sometimes it’s the simple things

• **#postyoursupport** campaign.
• Encourages staff to consider why LGBT equality was important and post to social media.
• Opportunity to recruit LGBT Allies.
• Cost effective.
• 24,000 Twitter impressions as a result of this campaign.
Some good practice tips

FIVE MINUTES WITH... CRAIG THOMPSON AND ANDY PILKINGTON

Name, role and department:
Craig Thompson (the one on the right), Assistant Halls of Residence Manager, Birley Student Living
Andy Pilkington (the one on the left), Immigration and Welfare Adviser, International Office

We are Co-Chairs of the Pride Working Group responsible for organising Manchester Met’s Pride Parade submission. The Parade takes place on Saturday 26th August 2017 in Manchester City Centre and we’d love it if as many people as possible could be involved! If you’d like to join in with Pride, you can email us at c.thompson@mmu.ac.uk or a.pilkington@mmu.ac.uk

How long have you been at Manchester Met:
Craig – 3 years.
Andy – 2 years, 4 months

Favourite thing about the University:
Craig – The many faces I’d have to say it’s the feeling of community and pride. Not only from the colleagues I work with every day, but from the students that come and go. Working in the Student Living department, I get to see this every day and it’s a lovely thing to see and feel.
Outcomes for the University
Successful external accreditation.
Athena SWAN

- The University has recently been accredited with a Bronze Athena SWAN award for promoting Gender Equality.
- The award is valid until November 2021, after which time the University will review progress against the action plan, utilising a refreshed data set.
Disability Standard (Business Disability Forum)

The Disability Standard is an online management tool developed by Business Disability Forum to help businesses to measure and improve on performance for disabled customers, clients or service users, employees and stakeholders. It allows you to see how disability-smart your organisation is across the whole of your business.

Manchester Met is the only HEI to hold a Gold Award.
Stonewall Workplace Equality Index

• The Stonewall Workplace Equality Index is the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace.

• Participating employers demonstrate their work in 10 areas of employment policy and practice. Staff from across the organisation also complete an anonymous survey about their experiences of diversity and inclusion at work.

• Out of 437 participating employers the University is currently ranked 16th in the top 100 and joint 2nd in the Education Sector. A rise of 150 places in the last 2 years.