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SINGLE EQUALITY SCHEME

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NORWICH UNIVERSITY OF THE ARTS

SINGLE EQUALITY SCHEME

CONTENTS

Introduction and Foreword from the Vice-Chancellor	2
Executive Summary	2
Equality Strands	3
Equality and Diversity Committee	4
Equality and Diversity Objectives	4

INTRODUCTION AND FOREWORD FROM THE VICE-CHANCELLOR

Norwich University of the Arts (NUA) is a successful specialist university, offering high quality education at undergraduate and postgraduate levels. Our dynamic, contemporary and creative provision of arts, design and media courses is delivered from a unique campus in the heart of Norwich. Over the past five years the University has grown to almost 2,000 students and continues to expand to reflect high student demand. The University has a reputation for graduates who produce original and thought-provoking work.

Our mission is to be a centre of excellence for creativity, learning and enterprise, fostering new talent for the creative industries and contributing to economic and social development.

Our Vision

We will become the best specialist Higher Education Institution of art, design and media in the UK, with a contemporary industry focus and an international reputation for excellence.

Our Core Values

Central to the Mission are the following Core Values:

We are committed to:

- Achieving excellence in learning, teaching and the wider student experience, to give our students the best possible preparation for their future lives and careers
- The continuous development of our curriculum and our academic portfolio, to meet the changing needs of students, the creative and cultural sectors, and society
- Research, consultancy and other forms of professional and business engagement, to promote innovation, enterprise and the development of knowledge and skills
- The development of our staff, estate and physical resources, as the bedrock of a professional and supportive academic community, and with equality, diversity and environmental sustainability to the fore
- Growth and development of the University, to build the organisation's long-term sustainability and strengthen our impact

The successful implementation of this Single Equality Scheme (SES) will be essential to achieving this vision.

EXECUTIVE SUMMARY

As an education provider, the University has general and specific legal requirements to promote equality and is committed to enabling individuals to benefit from higher education, irrespective of the characteristics which may define their identity. We are committed to focusing not just on equality of opportunity but also on equality of outcomes.

The Single Equality Scheme (SES) outlines the strategy for achieving our general objectives for advancing equality and our specific objectives relating to each of the equality strands - age, disability, gender reassignment, marriage or civil partnership,

maternity and pregnancy, race, religion or belief (including lack of belief), sex and sexual orientation. The Scheme sets out the University's aims and objectives in relation to the nine equality strands. The purpose of the SES is:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity
- To provide a working and learning environment founded on equality and dignity
- To communicate and engage across the equality strands with the University Community.

EQUALITY STRANDS

This section gives the general and specific objectives in detail and these form the basis for the actions for 2014 – 2015.

2.1 General Objectives

In order to mainstream equality and diversity in all that we do we have identified the following generic objectives:

- foster and develop a proactive approach to ensuring equality and fairness in all that we do with students, staff and visitors
- embed the monitoring and management of equality and diversity
- set out how we will fulfil our legislative duties
- communicate our commitment effectively internally and externally
- enhance the diversity of the student and staff profile

2.2 Specific objectives

There are several NUA supporting policies which will be key to achieving an inclusive and increasingly diverse University community. These include the Student Access Agreement, Student Experience Strategy and the Human Resources Strategy. In addition to the general objectives we have set the following specific objectives:

- A well embedded and functioning Single Equality Scheme incorporating the nine equality strands
- Embed the management, monitoring and reporting framework for Equality and Diversity into the planning and management framework of the University
- A general awareness for all staff in equalities and the skills to support and achieve the equality Key Performance Indicators for the University
- Develop communication links with staff, students and the local community across the equality strands

EQUALITY AND DIVERSITY COMMITTEE

The Equality and Diversity Committee members include staff and student representatives and it reports to the Senate. In addition to steering the equality strategy and policies it has responsibilities for:

- The review of the SES and Objectives at each meeting to ensure ongoing compliance with the general and specific objectives
- The collection and analysis of monitoring data on staff and students
- Liaison with the Diversity Focus Group and stakeholders to inform the Single Equality Scheme development and practice
- The communication and engagement of the SES to the University community

EQUALITY AND DIVERSITY OBJECTIVES

The University strives to be proactive and enhance equality and there are two further objectives that it has outlined:

Student Related Objectives

- The University will continue to work proactively to attract students from diverse backgrounds to undergraduate and postgraduate education irrespective of age, disability, gender reassignment, marriage or civil partnership, maternity and pregnancy, race, sex, sexual orientation and religion or belief and including those currently under-represented in higher education.

Staff Related Objectives

- The Human Resources Strategy recognises that appreciating and valuing the diversity of NUA staff helps to create the vibrant community which will attract our prospective future staff.

NUA aims to achieve the general and specific objectives and the student and staff related objectives by delivering the Equality and Diversity Objective.