

Reporting on 2015 – 2018 Equality Objectives

a) Increase the number and proportion of female staff who are employed on senior staff contracts

This objective will be secured by continuing work in support of Athena SWAN and CONCORDAT and through the design and implementation of career development programmes including the LF AUORA programme, support for promotion, mentoring and coaching. Recruitment procedures, including promotional material, reviewed to encourage higher numbers of applications from qualified female applications for senior staff roles.

Information below indicates our work to meet this objective:

- Renewal of the University Athena SWAN Bronze Award.
- The School of Applied Sciences achieved the Athena SWAN Silver Award.
- The School of Music, Humanities and Media and Huddersfield Business School achieved the Athena SWAN Bronze Award.
- HR Excellence in Research - the action plan has been reviewed and a new action plan is in place.
- The University has formally signed up and committed to the Concordat Principles of Supporting Career Development of Researchers.
- Annual participation in a regional cross-institutional action learning sets for women. Collaborating with other Universities in the North-East focusing on career enhancement and benefitting from networking opportunities across the HE sector.
- Continued participation of female staff on the Aurora Women's Leadership course. Aurora is a women-only leadership development initiative run by Advance HE, enabling academic and professional women to engage with leadership development at an early stage in their careers.
- Continuation of our successful Inspiring Leaders programme
- Mentoring/coaching staff development programmes
- Promotion workshops

b) Increase the number and proportion of female staff in the top 5% of earners to match the sector median (as measured by the annual HR Benchmark survey by DLA Piper)

This objective will be secured by progression at this level and through the design of support and development programmes to increase the number of female staff securing these positions in the University. Progress will be measured through the annual gender pay audit.

Information below indicates our work to meet this objective:

- The Gender Pay Gap 2019 report is published and shows an improvement by narrowing the gender pay gap by 10% over the last 2 years.

- The University is an equal pay employer ensuring that female and male employees are paid the same pay for the same types of work. Additionally, the University applies the Voluntary Living Wage to ensure that females and males in the lower pay bands receive the best possible salary given the nature of their roles.
- The following development programmes are advertised within the University:
 - Aurora (external women's leadership training programme)
 - Inspiring future leaders (internal)
 - Regional Cross-Institutional Women's Action Learning Sets
- Visibility of role models:
Events have taken place for International Women's Day as well as International Women in Engineering Day by profiling successful women's careers.
- Annual EDI conference
- Creation and development of a Women's Staff Network

c) Support a greater work-life balance for all staff

This objective will be secured by maintenance of a transparent workload for academic staff, development of a Carers policy, reviewing approaches to assist staff in managing stress and building personal resilience.

Information below indicates our work to meet this objective:

- Employees can access [SilverCloud](#), which offers secure, immediate access to online CBT programmes for Stress, Anxiety, Depression and Body Image.
- We have regular [Staff Learning Lunches](#) such as 'How to practice meditation' and 'Reduce Stress and Health Issues'.
- We have a dedicated network of skilled Mental Health First Aiders who can be called on in an emergency for staff or students.
- Staff can develop a [Wellness Action Plan](#) in conjunction with their line manager to actively support their own mental health by reflecting on the causes of stress and poor mental health. This can help staff to formulate plans to ensure you can be supported appropriately in the workplace.
- The Education Support Partnership provides mental health and wellbeing support services to all education staff and organisations. They can provide [telephone support and counselling](#).
- Occupational Health have a Stress Risk Assessment form with guidance notes designed to be completed by the employee and line manager. Other information and stress resources (including the University Stress Policy) can be found at: [Occupational Health Department resources](#).
- Menopause awareness and support.

d) Assist international staff with the transition to living and working in the UK

This objective will be secured through the review of appointment and induction practice and development of on-line support

Information below indicates our work to meet this objective:

- On-line support has been developed under the 'Jobs' section of the website: <https://www.hud.ac.uk/hr/jobs/relocation/international/>

e) Improve the staff monitoring data

This objective will be secured through encouraging staff to maintain their personal data through self-service

Information below indicates our work to meet this objective:

- Staff are encouraged to update their personal details every 6 months via the Staff Hub. This is also sent to each school and service area via the respective diversity champions.