

Appendix One – Equality Objectives 2016-2018 (until the College closure)

Introduction

Heythrop College is committed to the equality of opportunity for members of staff, students and visitors, and believes that all individuals should be treated with dignity and respect.

Legal Duties

The College welcomes the duties under the Equality Act 2010. In accordance with the general duties, the College, in the exercise of its functions, will have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Taking these three aims into consideration, the College will ensure that staff, students and visitors who have protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In fulfilling its legal obligations, the College will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Policies, Procedures and Practices

All College committees have a term of reference regarding equality and so operationalises and monitors requirements through this mechanism to ensure that the College is meeting its responsibilities

The Audit, Risk and Governance Committee has a particular responsibility for equality matters. Its equality term of reference is as follows:

The Committee will ensure, in respect of the areas of College life falling within its remit, that unlawful discrimination on grounds of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex, or sexual orientation, does not occur. It will ensure this by

a) monitoring appropriate data sets at suitable intervals, and

b) explicitly considering the impact on equality issues of any new actions, policies or procedures which it initiates or approves.

The Senior Leadership Team is responsible for considering new equality legislation and how it will be applied within the College.

Mission of the College

The Mission of the College is:

- To serve society through philosophy and theology
- To offer its students an education marked by intelligence, scholarship and generosity of spirit
- To foster interfaith dialogue
- To be a resource for the Christian faith community
- To provide leadership in Catholic thought

Strategic Objectives 2015-18

The College's strategic objectives are:

- to teach out its existing University of London degree programmes to a high standard
- to protect the student experience throughout the teach out
- for its closure to be orderly

The objectives of Heythrop College are, from within the Catholic tradition, to make a significant contribution in the fields of theology and philosophy to the intellectual and educational life of the University, of society in general and of the Christian community in particular; and to maintain its reputation for scholarship nationally and internationally. The College seeks to meet these objectives through its teaching for degrees and diplomas in theology and philosophy, through its research and supervision of graduate

students, through its excellent library, the Heythrop Journal and other publications and through the wider influences of members of the faculty and its graduates.

Strategic Aims

AIM 1 - LEARNING AND TEACHING

To provide students with excellent academic teaching, learning resources and support, thereby enabling them to achieve their full potential and make a valued contribution to society.

AIM 2 - STUDENT EXPERIENCE

To provide appropriate facilities and services to foster social, academic and personal growth, thus enabling students to make the most of their time at the College.

AIM 3 - RESEARCH

To make a significant contribution to research in the academic disciplines of the College.

AIM 4 - KNOWLEDGE TRANSFER/OUTREACH

To provide opportunities for academic and pastoral reflection, dialogue and critique and training and resources for ministry

AIM 5 – COLLEGE PROFILE

To sustain the College's profile, nationally and internationally.

AIM 6 - SUSTAINABILITY

To safeguard the College's academic and financial sustainability during the teach out.

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Equality Objectives 2016-2018 (until College Closure)

In light of the College's current context, the equality objectives are as follows:

Objectives	No	Actions	Officer(s) Responsible
1. To ensure a high quality teach out	1.	Ensure that the standard of teaching and learning resources is maintained to enable a positive student experience. Also, ensure that opportunities for postgraduate research students are maintained to enable them to succeed in their research endeavours.	DAPSE, DRS, DUGS, DPGS, DoA ¹
	2.	Ensure the continuity of provision to support students during the teach out: identify individual support required, including providing health and wellbeing services aimed at supporting vulnerable students to cope with the pressure of completing their studies by 2018.	SSM ²
	3.	To provide a policy and a support mechanism for students who may be at risk of not completing 2017/18.	DoA, SSM
	4.	Ensure that adequate staffing levels are in place so that staff can perform effectively during the teach out period, taking into consideration Objectives 2.5 and 2.6.	SLT, HoDs ³
2. To maintain the equality of opportunity for staff during the teach out	5.	Ensure that all academic staff are given the opportunity to carry out continuous professional development in teaching and learning, research and related academic areas. Carry out staff development reviews.	VPA, DTL, DR, HoDs, HRM ⁴
	6.	Ensure that all professional support staff are given the opportunity to carry out continuous professional development. Carry out staff development reviews.	SLT, HoDs, HRM

¹ DAPSE, DRS, DUGS, DPGS, DoA – Director of Academic Policy and Student Experience, Dean of Research Students, Dean of Undergraduate Studies, Dean of Postgraduate Studies, Director of Administration

² SSM – Student Support Manager

³ SLT, HODs – Senior Leadership Team, Heads of Department.

⁴ VPA, DTL, DR, HoDs, HRM – Vice-Principal Academic, Director of Learning and Teaching, HoDs (as above), Human Resources Manager

3. To provide appropriate study and work space	7.	Ensure appropriate access to class rooms, offices, libraries, and other campus facilities, making adjustments as necessary.	DoFE ⁵
	8.	Ensure appropriate IT is available to support staff and students, making adjustments where necessary.	HoICTS ⁶
4. To provide dignity at work	9.	Ensure the health and wellbeing of staff, providing wellbeing initiatives, giving consideration to flexible working arrangements and making reasonable adjustments for staff with disabilities. Carry out health and safety risk assessments on staff work areas and work stations as required.	HoDs, HRM
	10.	Ensure that the staffing reviews and redundancy processes are carried out, and decisions made are implemented in a fair and transparent manner.	SLT, RP ⁷ , HRM
	11.	Ensure that staff are aware of the College's zero tolerance on bullying, harassment and victimisation, and that support and training are provided to staff who require assistance in this area.	HRM, HoDs

Implementation of Equality Objectives

1. The implementation of the equality objectives will be monitored through the officers responsible who will report to the Senior Leadership Team, at least once a year, on progress made in embedding the objectives.
2. To help with embedding equality and implementing the equality objectives, equality impact assessments will be carried out on new or revised policies, procedures and policies as appropriate.
3. The Audit, Risk and Governance Committee will receive a report on equality matters at its Summer Term meeting and this will include a progress report on the implementation of the equality objectives.

⁵ DoFE – Director of Finance and Estates

⁶ HoICTS - Head of ICT Services and Technology Enhanced Learning

⁷ RP – Redundancy Panel