

	PAPER NO: HR.11(12)
Board/Committee:	Human Resources
Date:	15 May 2012
Paper title:	Equality and Diversity
Author:	Katie Boyce, Director of Human Resources and Stephen Hackett, Director of Student Services
Executive sponsor:	Martin Earwicker, Vice Chancellor
Recommendation by the Executive:	To note paper
Aspect of the Corporate Plan to which this will help deliver?	We are a community University and our contribution to that community is to deliver success for those students with potential.

Executive summary

- This is the first Workforce Diversity Report for the Committee to consider post developments arising from the Equality Act 2010 (the Act).
- The Act introduces the new public sector equality duty, which applies to LSBU. In summary, LSBU governors must, in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- We conducted our first staff equality census in 2011 covering all of the 9 protected characteristics referred to in the Act; i.e. Age, Disability, Gender reassignment, Pregnancy and Maternity, Race, Religion or Belief, Gender and Sexual Orientation.
- This report presents the analysis of data in relation to the protected characteristics.
- The Committee is asked to note the report and also that based on the Staff Engagement Survey staff gave a 74% satisfaction rating for diversity and inclusion.

- A similar report based on available data has also been produced for students which the committee is also asked to note.

Matter previously considered by:	n/a	On:
Further approval required?	The Board to note	On: 24 May 2012
Communications – who should be made aware of the decision?	Trades Unions and Staff	