

EQUALITY SCHEME ACTION PLAN 2024–2029



INSTITUTIONAL ANALYSIS AND REPORTING



INSTITUTIONAL STAFF STUDENTS




SUSTAINABLE DEVELOPMENT GOALS (SDGS)









- Goal 3 Good Health and Wellbeing
- Goal 5 Gender Equality
- Goal 10 Reduced Inequalities

IMPACTED SECTION 75 GROUP

- All Ages
- Disability
- Religious Belief
- Dependant
- Sexual Orientation
- Gender
- Race
- Marital Status
- Political Opinion

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
INSTITUTIONAL					
<p>1. We will conduct an institutional Article 55 Review every 3 years.</p>	<p>We will review our workforce composition and employment practices affecting recruitment, promotion, and training by community background every 3 years, as required under Article 55 of the Fair Employment and Treatment (NI) Order 1998.</p>		<p>Diversity, Inclusion and Staff Wellbeing</p>	<p>We will conduct an institutional Article 55 review every 3 years.</p> <p>We will develop an action plan to address objectives and agreed positive action measures.</p> <p>We will report progress to the Equality Commission every year, following internal approval.</p> <p>We will publish an Article 55 Review and Action Plan.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p> <p>Click here to access our latest Article 55 Report and Action Plan</p>	<p>Our timescales are detailed in our Article 55 Action Plan</p>
<p>2. We will continue to implement our Institutional Disability Action Plan 2021-2026</p>	<p>We will ensure the University continues to have due regard to the need to update and implement how we intend to promote positive attitudes towards disabled people; and encourage participation by disabled people in public life.</p>		<p>University's Disability Forum (Monitoring Progress)</p> <p>Specific Responsibilities are set out in our Disability Action Plan</p>	<p>We will review progress annually.</p> <p>We will develop institutional actions annually.</p> <p>We will review and report progress to the Equality Commission every year, following internal approval.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.</p>	<p>Our timescales are detailed in our Disability Action Plan.</p> <p>September 2024 (and annually thereafter).</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
<p>3. We will report institutional progress to the Equality Commission for Northern Ireland (“Section 75 Annual Progress Report”).</p>	<p>We will fulfil our statutory reporting responsibility as a public authority designated for the purposes of Section 75 of the Northern Ireland Act 1998.</p>		<p>Diversity, Inclusion and Staff Wellbeing</p>	<p>We will seek submissions from across the University on delivered EDI activity.</p> <p>We will report progress to the Equality Commission every year, following internal approval.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p> <p>Click here to access our latest Section 75 Annual Progress Report</p>	<p>September 2024 (and annually thereafter)</p>
<p>4. We will review and analyse (staff) Equality Monitoring data and submit Fair Employment Return to the Equality Commission for Northern Ireland.</p>	<p>We will do this to understand the breakdown of job applicants and University staff by community background, gender and disability.</p>		<p>Diversity, Inclusion and Staff Wellbeing</p>	<p>We will monitor, analyse and report our Equality Monitoring data.</p> <p>We will develop an action plan to address identified under-representations.</p> <p>We will report progress to the Equality Commission, following internal approval.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p> <p>Click here to access our Fair Employment webpage</p>	<p>June 2024</p>
<p>5. We will review and analyse (student) Equality Monitoring Data.</p>	<p>We will collate and submit (student) Equality Monitoring data to the Higher Education Statistics Agency (GB) and Department for Economy (NI).</p>		<p>Directorate of Education and Student Services</p>	<p>We will monitor, analyse and report (student) Equality Monitoring data.</p> <p>We will submit an annual progress report to Higher Education Statistics Agency.</p>	<p>Annually</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
<p>6. We will conduct an institutional Equal Pay Audit every 3 years.</p>	<p>We will analyse and report on the pay of male and female staff doing equal work, to identify equal pay gaps and develop appropriate actions to close gaps that cannot be satisfactorily explained on grounds other than sex.</p>	   	<p>Diversity, Inclusion and Staff Wellbeing</p> <p>Other relevant directorates</p>	<p>We will analyse and report on an Equal Pay Audit every 3 years.</p> <p>We will develop an institutional Equal Pay Action plan to address identified gaps and positive outcome measures for implementation across the University.</p> <p>We will report progress to the Equality Commission, following internal approval and publish our Equal Pay Audit online.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.</p> <p>Click here to access our Equal Pay Audit 2020</p>	<p>Report published June 2024 for period 2020-2023</p>
<p>7. We will conduct annual analysis of Academic Progression & Promotion.</p>	<p>We will analyse data to identify patterns, trends and inequalities in respect of academic progression including gender, race, disability and community background to ensure equality of opportunity.</p>	   	<p>People & Culture Directorate (Reward and Diversity, Inclusion and Staff Wellbeing)</p>	<p>We will review the process and roles for conducting analysis of data.</p> <p>We will redesign the academic progression dashboard and conduct analysis of data.</p> <p>We will report progress internally to University Management Board.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.</p>	<p>Annually</p>

OUTREACH, ENGAGEMENT AND PUBLIC LIFE ACTIVITIES





















Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
INSTITUTIONAL					
8. We will promote and deliver a wide range of gender equality activity through Athena SWAN – at both institutional and School level.	We will enhance the participation and visibility of women in all aspects of University life, share best practice and support women at Queen’s.		SWAN Self-Assessment Team Queen’s Gender Initiative SWAN Champions SWAN Project Manager Click here to access information on the Queen’s Gender Initiative	We will support the institutional activity of the Queen’s Gender Initiative (QGI). We will support the University’s institutional gold Athena Swan submission and associated actions. We will support individual School submissions/ renewals with the collation of relevant data and analysis. We continue to support QGI Objectives and alignment with UN Sustainable development goal 5 “Achieve Gender Equality and Empower all Women and Girls.” This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.	Aligned with submission/ renewal deadlines
9. We will support the institutional activity of the Race Equality Charter.	We will continue to support QGI and the Race Equality Charter (REC) Application and develop and support race equality at the University.		Queens Gender Initiative Race Equity Champions Diversity, Inclusion and Staff Wellbeing Click Here to access information on Queen’s Race Equality Charter	We will deliver an Institutional REC Survey to staff and students. We will deliver Progression Workshops aimed at supporting Black, Asian and Minority Ethnic staff. We will develop an ‘Active Inclusion’ programme to support the development of Black, Asian and Minority Ethnic women at Queen’s. We will expand the REC mentoring programme for staff and students. We will continue the REC EDI-5 programme Institution-wide. We will deliver an annual REC conference. We will work towards a submission for REC Charter Bronze Application 2024/2025. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.	2024-2026



Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
STUDENTS					
<p>10. We will continue to encourage and support those people “most able but least likely to participate in higher education” to pursue their education at Queen’s University Belfast.</p>	<p>We will ensure that those most able but least likely to participate in Higher Education should have an equal opportunity to do so, irrespective of socio-economic background, disability, ethnicity, political opinion, gender, marital status, sexual orientation, or age.</p>		<p>Education and Student Services – Widening Participation Unit</p>	<p>We will increase the number of students who declare a disability; and who are in receipt of Disability Support Allowance.</p> <p>We will increase the number of:</p> <ul style="list-style-type: none"> • adult learners participating in HE. • enrolments for those from a care background. <p>Please click here to access our Widening Participation webpages</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	<p>Ongoing</p>
<p>11. We will continue to support Pre-Entry Outreach and Flexible Access to Higher Education.</p>	<p>We will ensure that those most able but least likely to participate in Higher Education should have an equal opportunity to do so, irrespective of socio-economic background, disability, ethnicity, political opinion, gender, marital status, sexual orientation, or age.</p>		<p>Education and Student Services – Widening Participation Unit</p> <p>Student's Union.</p>	<p>We will continue to deliver, review and assess impact, and enhance our programmes e.g., The Pathway Opportunity Programmes, Queen’s Senior Academy, Junior Academy, Professor Fluffy Programme, student volunteer support to homework clubs throughout Greater Belfast Area.</p> <p>We will contribute to develop initiatives in partnership with FE to progress apprenticeships.</p> <p>We will continue to develop scholarships available for Widening Participation entrants.</p> <p>We will recruit and train volunteer student and graduate ambassadors as role models.</p> <p>Please click here to access our Widening Participation webpages</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	<p>Ongoing</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
12. We will continue to support Transition, Retention, and Attainment.	We will ensure that those most able but least likely to participate in Higher Education have an equal opportunity to do so, irrespective of socio-economic background, disability, ethnicity, political opinion, gender, marital status, sexual orientation, age or religious belief.		Education and Student Services - Widening Participation Unit.	<p>We will enhance the provision of advice and guidance to Widening Participation entrants on support and assistance available, including access to bursaries scholarships and wellbeing activities to enable transition to University life.</p> <p>We will address barriers to progression based on identified need such as cost of living support for students.</p> <p>We will further promote the provision of dedicated services and support to:</p> <ul style="list-style-type: none"> students with disabilities. one-to-one and financial support available for care experienced students. ensure positive employability outcomes for Widening Participation cohorts. <p>Please click here to access our Widening Participation webpages</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	Ongoing



STAFF




13. We will develop a new programme of institution wide activity to support staff with their Mental Health.	We will support a nurturing and supportive environment that empowers our students and staff to be mentally well.		People and Culture – Diversity Inclusion and Staff Wellbeing.	<p>We will develop a Staff Health and Wellbeing Action Plan.</p> <p>We will develop and implement a comprehensive annual programme of Mental Health training and support for all staff including a dedicated programme for managers offering options for both in person and online training.</p> <p>We will implement a Stress Management Policy and Procedure for staff.</p> <p>We will consider the feasibility of developing Mental Health First Aiders.</p> <p>We will continue to promote an Employee Assistance Programme with Inspire Wellbeing.</p> <p>We will explore the potential provision of Cognitive Behavioural Therapy (CBT) interventions through QUB Clinical Psychology Trainees.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Promoting Staff Wellbeing Priority.</p>	Early 2024
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Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
STUDENTS					
14. We will continue to develop the programme of institution wide activity to support students with their Mental Health.	We will support a University approach to student and staff wellbeing and support the creation of a learning environment and organisational culture that enhances the health, wellbeing and sustainability of its community and empowers our staff and students to be mentally well.	 	Education and Student Services - Student Disability & Wellbeing. Students' Union Diversity Inclusion and Staff Wellbeing.	We will develop and promote #QUBeWell. We will support Student Mental Health and Wellbeing through e-Learning and targeted initiatives. This is in fulfilment of the People and Culture Plan 2023 - 2026 Promoting Staff Wellbeing Priority. Click here to access QUBeWell webpage	Ongoing
15. We will continue to develop and deliver a range of welcoming and integration activities for international students.	We will ensure that international students feel welcomed, integrated and encouraged to participate in a wide variety of activities at the University.	        	Global Marketing, Recruitment and Admissions Directorate Student and Campus Life Immigration Support Service People and Culture Education and Student Services	We will organise welcome events twice annually (September & January). We will promote an institutional approach to the Diversity Calendar . We will promote and encourage participation at cultural events, religious festivals e.g. Chinese New Year, Diwali; Saint Patrick's Day Parade etc. We will continue to deliver the Black Ethnic (BAME) Ambassador Programme and the International Buddy Scheme.	Ongoing
STAFF					
16. We will continue to develop and deliver a range of welcoming and integration activities for international staff.	We will ensure that international staff feel welcomed, integrated and supported to participate in a wide variety of activities at the University, and in Belfast.	        	Global Marketing, Recruitment and Admissions Directorate Student and Campus Life Estates Directorate Immigration Support Service People and Culture Directorate Education and Student Services Staff Networks	We will organise quarterly Staff Induction and Welcome events. We will promote and encourage participation at cultural events and religious festivals e.g., Chinese New Year, Diwali; Saint Patrick's Day Parade etc. We will obtain feedback on international staff experience. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Employer of Choice; and Positive Employer Relations People Priorities.	Ongoing




Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
STUDENTS					
<p>17. We will continue to support international and local cultural student societies, activities and engagement.</p>	<p>We will provide welcoming, inclusive societies, and support and promote activities and events which reflect the diversity of our student population and promote awareness and understanding of different cultures.</p>		<p>Education and Student Services. Student's Union.</p>	<p>We will support and promote international and local cultural student societies activities and engagement.</p> <p>We will work with societies on staff-student events e.g. Black History Month, Pride and Diwali</p> <p>We will promote and support the Linguistic Residential Scheme.</p> <p>We will continue to identify opportunities to collaborate with staff and students to celebrate and promote key diversity/recognition days.</p> <p>This is in fulfillment of the People and Culture Plan 2023 2026 Equality Diversity and Inclusion; Employer of Choice; and Positive Employer Relations People Priorities.</p>	<p>Ongoing</p>
<p>18. We will continue to support active religious Student Societies.</p>	<p>We will provide welcoming and inclusive societies and promote and support activities and events which reflect the diversity of religions of our student population and promote awareness and understanding of different religions.</p>		<p>All</p>	<p>We will support and promote religious student societies activities and engagement.</p> <p>We will work with societies on staff-student events e.g., Diwali, Eid.</p> <p>We will continue to work collaboratively with staff and students to celebrate and promote key religious and recognition days.</p> <p>Click here to access our Faith, Religion and Belief webpage</p>	<p>Ongoing</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
STAFF					
<p>19. We will continue to support and develop University Staff Networks.</p>	<p>We will provide welcoming, inclusive opportunities for staff.</p>		<p>People and Culture Staff Networks</p>	<p>We will organise a programme of annual events and activities in collaboration with the networks on key dates ,e.g. Black History Month, IDAHOBIT, Belfast Pride, Carers Week etc.</p> <p>We will benchmark Staff Network composition and arrangements.</p> <p>We will review the support and governance of Staff Networks and committee membership.</p> <p>We will consider how contributions to EDI work at Queen’s are recognised e.g. provided time for network activity, performance development reviews.</p> <p>We will consult with Staff Networks on key University issues.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Employer of Choice; Positive Employer Relations; and Employee Listening People Priorities.</p>	<p>Ongoing</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
INSTITUTIONAL					
<p>20. We will continue to support and promote Linguistic Diversity in accordance with the University's Equality, Diversity and Inclusion Policy.</p>	<p>We will support all QUB staff and students, and members of the public with opportunities to develop their language skills and cultural awareness.</p>		<p>The Language Centre Diversity, Inclusion and Staff Wellbeing.</p>	<p>We will provide opportunities for staff and students to develop language skills through Language Courses.</p> <p>We will engage with QUB Language Centre staff to promote access to language classes including Irish and Ulster Scots.</p> <p>We will provide Cultural Awareness courses to staff and students.</p> <p>We will promote and support Ciorcal Comhrá - Irish conversation circle for staff and students.</p> <p>We will formally launch a new Staff Network for promoting Linguistic Diversity & Regional Minority Languages.</p> <p>We will continue to promote and support the Residential Accommodation Scéim.</p> <p>We will engage with any formal consultation process which is required under the Identity and Language (Northern Ireland) Act 2022.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Employer of Choice; and Positive Employer Relations People Priorities.</p>	<p>Ongoing</p>
<p>21. We will continue to develop the University's Inclusive Employment Scheme</p>	<p>We will continue to provide work opportunities for persons who have a disability and/or long-term condition to o develop skills and gain valuable work experience to improve their employment prospects.</p>		<p>Diversity, Inclusion and Staff Wellbeing.</p>	<p>We will monitor and review the Inclusive Employment Scheme.</p> <p>We will report on referrals to Workable (NI).</p> <p>We will conduct a survey of participant and host departmental experience and outcomes.</p> <p>We will promote and share the Inclusive Employment Scheme model as a good practice example for other employers. Click here to access information on our Inclusive Employment Scheme</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Employer of Choice; Positive Employer Relations; and Supporting Learning and Development People Priorities.</p>	<p>Ongoing</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
<p>22. We will continue to partner with local organisations to promote diversity, inclusion and understanding at Queen's.</p>	<p>We will continue to offer and develop volunteering opportunities and partnerships with local organisations.</p>		<p>Students' Union Public Engagement Diversity, Inclusion and Staff Wellbeing Staff Engagement</p>	<p>We will continue to develop Students' Union Volunteering opportunities for students. Click here to access Student Volunteering webpages</p> <p>We will review existing staff volunteering partnership arrangements and develop further partnerships with local organisations to promote understanding of diversity and inclusion. Click here to access Staff Volunteering webpages</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Employer of Choice; and Positive Employer Relations People Priorities.</p>	<p>2024-2025</p>
<p>23. We will promote and encourage staff and student attendance at a range of cultural diversity events in the Greater Belfast Area.</p>	<p>We will provide staff and students with access to citywide cultural diversity events, exposing them to different cultures and people from different backgrounds</p>		<p>Diversity, Inclusion and Staff Wellbeing</p>	<p>We will promote and encourage staff and student attendance at appropriate cultural events.</p> <p>We will advertise cultural diversity events on internal communications.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Positive Employer Relations People Priorities.</p>	<p>As and when events are scheduled to take place</p>
<p>24. We will continue to improve and promote physical access at the University.</p>	<p>We will continue helping staff, students and visitors to appropriately access our sites and buildings more easily by providing detailed information regarding physical accessibility</p>		<p>Estates Directorate.</p>	<p>We will continuously review and update provision of the AccessAble App.</p> <p>We will promote AccessAble app to staff, students and service users.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p> <p>Click here to for Queen's University Belfast AccessAble</p>	<p>Ongoing</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
25. We will develop and promote assistive technology available for staff and students.	<p>We will ensure that all students and staff have access to a range of assistive technology software which can assist them with their studies and day to day work.</p> <p>We will continue to provide access to a Disability Support Fund which allows QUB staff to apply for funding to purchase various pieces of equipment to assist them when carrying out their work.</p>	 	<p>Digital and Information Services Directorate</p> <p>Diversity, Inclusion and Staff Wellbeing</p>	<p>We will review current provision for accessible software.</p> <p>We will monitor and review disability support fund applications in relation to equipment or software needs.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Promoting Staff Wellbeing and Supporting Learning and Development People Priorities.</p>	2024 - 2025
26. We will review web accessibility for all QUB webpages.	<p>We will ensure the Queen’s webpages and online content is accessible and usable to everyone.</p>	 	Digital and Information Services Directorate	<p>We will scope the University’s website accessibility and undertake a benchmarking exercise of web accessibility of other Universities and public authorities’ websites.</p> <p>We will ensure the implementation of web accessibility software for digital inclusion e.g., ReachDeck or similar.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	2024-2025
27. We will review the University’s approach to Institutional and digital accessibility.	<p>We will ensure all staff are aware of digital accessibility and their responsibilities to develop and provide accessible content e.g. emails, institutional reports and documents.</p> <p>We will develop and enforce staff guidelines to ensure digital accessibility on institutional documents.</p>	 	Digital and Information Services Directorate	<p>We will undertake a benchmarking exercise of digital accessibility at the University.</p> <p>We will implement accessibility awareness and guidance to ensure digital and accessibility of documents and communications.</p> <p>We will ensure all staff eligible for agile working have digital accessibility.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	2024-2025

<p>28. We will continue to provide, where practicable, gender neutral facilities.</p>	<p>We will ensure facilities for trans and non-binary staff, students, and visitors in line with our institutional commitments in our Trans Equality Policy.</p>		<p>Estates Directorate Diversity, Inclusion and Staff Wellbeing</p>	<p>We will continue to support our formal commitment to introducing gender-neutral facilities in buildings, where this is practicable.</p> <p>We will undertake an audit of gender-neutral facilities on campus.</p> <p>We will develop a map of gender-neutral facilities on campus.</p> <p>We will ensure key staff are aware of the University's commitment to provide gender neutral facilities, where practicable e.g., Estates and Planning colleagues</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Positive Employer Relations People Priorities.</p>	<p>Ongoing</p>
<p>29. We will continue to ensure that marketing, communication and engagement content and activity reflect the diversity of our staff and student bodies; and are accessible.</p>	<p>We will reflect diversity of our staff and student bodies; to assist with attracting overseas international staff and students to work and study at the University; to demonstrate the diverse and inclusive nature of the University and the surrounding area of Belfast.</p>		<p>Global Marketing, Recruitment and Admissions Development & Alumni Relations Office (DARO) People and Culture Directorate Education and Student Services All web content managers All content and marketing developers</p>	<p>We will ensure communications and engagements activities and content, including guides, prospectus, websites, policies and procedures are accessible.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion and Employer of Choice People Priorities.</p>	<p>Ongoing</p>
<p>30. We will ensure our social media activity is inclusive and diverse and promotes good relations between people of different protected characteristics.</p>	<p>We will ensure our social media activity is inclusive and diverse and promotes good relations between people of different protected characteristics.</p>		<p>All content and marketing developers.</p>	<p>We will ensure compliance with the Institutional Social Media Protocol Guide.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	<p>Ongoing</p>

INSTITUTIONAL STAFF STUDENTS

31. We will continue to develop and promote a bank of digital imagery that will reflect a diverse body of staff and students.

We will enable our marketing and communications activity and content reflect the broad diversity of staff and students at the University.



Global Marketing, Recruitment and Admissions

All web content managers

We will create a portfolio of up to date and representative diverse images for use in University communications.

We will communicate and encourage the use of diverse images to users.





This is in fulfilment of the [People and Culture Plan 2023 - 2026](#) Equality Diversity and Inclusion People Priority.

Ongoing













POLICY, PROCESS AND PRACTICES

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
INSTITUTIONAL					
32. We will review and update relevant People and Culture policies and practices.	<p>We will ensure all People and Culture policies are inclusive and reflect new or amended legislative changes and best practice.</p> <p>We will ensure the University provides modern, inclusive, and user friendly employment policies and processes and ensure that equality screening is central to policy development and review.</p>		People and Culture.	<p>We will review and develop People and Culture workplace policies and processes, to identify and reduce any negative and adverse impact of existing practices.</p> <p>Future policy development to include;</p> <ul style="list-style-type: none"> • Pregnancy Loss • Domestic Abuse • Carer's leave <p>We will develop enhanced Menopause / Menstruation Support for staff and line managers.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Promoting Staff Wellbeing; Employer of Choice; Positive Employer Relations; Developing Leaders and Managers; Supporting Learning and Development and Employee Listening People Priorities.</p>	2023-2024




STAFF					
<p>33. We will review current induction and onboarding processes to ensure promotion of equality, diversity and inclusion and staff charter.</p>	<p>We will ensure the communication and understanding of the University's commitment to inclusion, respect and dignity and colleagues' responsibilities in line with the Staff Charter</p>		<p>People and Culture Directorate</p>	<p>We will review current induction and onboarding content, including EDI information.</p> <p>We will ensure explicit messages on our commitment to inclusion, and respecting all colleagues are included. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion People Priority.</p>	<p>2023-2024</p>
<p>34. We will review the University process for disability disclosure and the provision of reasonable adjustments for applicants and staff.</p>	<p>We will continue to enable the University to meet its obligations under DDA and to ensure equality of opportunity and participation for applicants and staff with disabilities.</p>		<p>Diversity, Inclusion and Staff Wellbeing HR Business Partners</p>	<p>We will review recruitment process for applicants with a disability.</p> <p>We will review of existing disclosure process and provision of reasonable adjustments for applicants and current staff.</p> <p>We will gather feedback from stakeholders on current disclosure process and provision of reasonable adjustments process.</p> <p>We will develop an effective process which clearly outlines how disability can be disclosed and how support will be provided and reviewed.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Promoting Staff Wellbeing and Developing Leaders and Managers People Priorities.</p>	<p>2023-2024</p>
<p>35. We will provide specialist advice and guidance to staff supporting staff with disabilities.</p>	<p>We will enable the University to meet its obligations under DDA and to ensure equality of opportunity and participation for applicants and staff with disabilities.</p>		<p>Diversity, Inclusion and Staff Wellbeing HR Business Partners</p>	<p>We will develop clear information, support and guidance to equip managers and HR colleagues to support staff with a disability effectively.</p> <p>We will work with partner organisations e.g., Access to Work, Employers for Disability NI.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Promoting Staff Wellbeing and Developing Leaders and Managers People Priorities.</p>	<p>2023-2024</p>

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
STUDENTS					
<p>36. We will increase student engagement with Disability Services and work collaboratively across the University to provide students with the skills / abilities to overcome their disabilities and be healthy learners.</p>	<p>We will ensure equality of opportunity and participation for students with disabilities.</p>	 	<p>Disability Services.</p>	<p>We will provide advice and guidance to students through targeted open days / offer holder events and inductions.</p> <p>We will develop accessible resources to promote the Student Disability Service.</p> <p>We will collaborate with internal / external stakeholders to enhance the student experience through improved service delivery.</p> <p>We will ensure assessment appointments for students registering with Disability Services (in-person, online and desktop) within two weeks during term time.</p> <p>We will ensure increased awareness and student engagement including use of funded one-to-one support and assistive technology.</p> <p>We will encourage students to effectively use Assistive Technology.</p> <p>Click here to access Student Disability webpages</p>	<p>2023-2024</p>
<p>37. We will ensure digital infrastructure delivers outstanding student and staff experience and international connectivity.</p>	<p>We will ensure equality of opportunity and participation for students with disabilities.</p>	 	<p>Disability Services</p>	<p>We will review systems and develop improved student data and processes for registering with the Service and maintaining records and informing supports.</p>	<p>2023-2024</p>


INSTITUTIONAL STAFF STUDENTS

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
38. We will provide specialist advice and guidance to staff supporting students with disabilities.	We will ensure equality of opportunity and participation for students with disabilities.		Disability Services.	We will implement training for staff supporting students. We will provide advice and guidance to staff supporting students, including identifying support mechanisms outside of Disability Services.. Click here to access Student Disability webpages	2023-2024
39. We will continue to build an integrated digital approach to effectively supporting students with disabilities / long-term conditions to provide a transformative learning experience.	We will ensure equality of opportunity and participation for students with disabilities.		Disability Services.	We will enhance student engagement with the Needs Assessment Centre and improved agile / flexible booking system. We will increase student awareness of funded support opportunities. Click here to access Student Disability webpages	2023-2024
INSTITUTIONAL					
40. We will integrate equality screening guidance, support and assistance for institutional policy leads.	We will ensure staff understand the University's responsibility to equality screening any new/ reviewed policies for potential impact on students/staff with protected characteristics, introducing mitigation or undertaking EQIAs where appropriate.	         	Diversity, Inclusion and Staff Wellbeing Relevant Policy Leads	We will continue to review and update a dedicated webpage, library of screened policies, frequently asked questions etc. We will continue to deliver equality screening training (Twice annually). This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Developing Leaders and Managers People Priorities. Click here to access our Equality Screening webpage	Twice a year

INSTITUTIONAL STAFF STUDENTS

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
44. We will review and update Recruitment and Selection Training for all staff.	We will ensure the Recruitment and Selection Training for staff reflects new Appointments Procedure, includes specific reference to Fair Employment Code of Practice; relevant case law and anti- discrimination legislation.		People and Culture Resourcing Organisational Development Diversity, Inclusion and Staff Wellbeing	We will review Recruitment and Selection training annually. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Developing Leaders and Managers; Supporting Learning and Development People Priorities.	Annually
45. We will review and update the Mandatory Training for all staff	We will ensure that our mandatory training has been updated with relevant all staff and students understand equality diversity and inclusion at Queen's.		Diversity, Inclusion and Staff Wellbeing	We will review and update mandatory EDI training for all staff. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Developing Leaders and Managers; Supporting Learning and Development People Priorities.	Jan 2024
46. We will deliver staff training on sexual orientation/ Transgender and Non-Binary awareness.	We will have due regard to the need to promote equality of opportunity between people of different genders and sexual orientation, to build awareness of gender identity status; myths/ misconceptions; legislative framework; frequently asked questions; appropriate interventions; language and pronouns.		Diversity, Inclusion and Staff Wellbeing The Rainbow Project and other partner organisations.	We will work with external charities to deliver staff training on Sexual Orientation awareness sessions for all staff annually. We will deliver Transgender and Non-Binary awareness sessions for all staff annually. This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Developing Leaders and Managers; Supporting Learning and Development People Priorities.	Three sessions annually

INSTITUTIONAL STAFF STUDENTS

Action	Aims and Objectives	Impacted Section 75 Group & Sustainable Development Goals	Functional area / responsibility	Measurable Outcomes	Timescale
<p>47. We will deliver staff training to build awareness of disability equality in the workplace.</p>	<p>We will raise awareness of disability issues in the workplace and ensure staff are aware of their duty to provide equality of opportunity, appropriate reasonable adjustments; etc.</p>		<p>Diversity, Inclusion and Staff Wellbeing Employer for Disability NI (EFDNI) and other partner organisations.</p>	<p>We will work with external charities to deliver disability awareness and equality in the workplace sessions for all staff annually.</p> <p>We will develop training on neurodiversity.</p> <p>We will develop a module and resources to be included within management/ supervisor training which considers disability duties and reasonable adjustments.</p> <p>We will develop enhanced resources which include specific information on supporting and managing staff with disabilities.</p> <p>This is in fulfilment of the People and Culture Plan 2023 - 2026 Equality Diversity and Inclusion; Developing Leaders and Managers; Supporting Learning and Development People Priorities.</p>	<p>Three sessions annually</p>



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