

**Heythrop College  
University of London  
Equality Objectives 2012- 2016**

**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

## **College Context**

Heythrop is a small and specialist College of the University of London, offering undergraduate and postgraduate degrees in the disciplines of Theology and Philosophy. The College traces its origins to the foundation of a Jesuit seminary in Louvain in 1614 and it became a College of the University in 1971. The links with the Jesuits and the wider Catholic Church are still fundamentally important to the College ethos, which is, nonetheless, a genuinely inclusive institution welcoming staff and students of all faiths and none.

## **College Mission**

The College Mission Statement, as revised in November 2009, 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 Aims**

The College's strategic aims are:

- To provide students with excellent academic teaching, learning resources and personal support, thereby enabling them to achieve their full potential and make a valued contribution to society;
- 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;
- To make a significant contribution to the academic disciplines of theology, philosophy, psychology and sociology of religion;
- To provide opportunities for academic and pastoral reflection, dialogue and critique;
- To be a significant UK and European resource for training in Church-related Ministry;
- To safeguard the College's academic and financial viability;
- To grow the College's profile, nationally and internationally;
- To provide an environment to enable staff and students to achieve these aims, particularly in relation to communication, administration and management.

# EQUALITY OBJECTIVES

## Introduction

In developing the equality objectives, the College has considered the data it has on protected characteristics and has used this to determine the focus of the equality objectives, making sure that the objectives cover the three aims of the general equality duty.

The College's Committees have the responsibility to consider matters relating to equality. Each Committee will ensure, in respect of the areas of College life falling within its remit, that unlawful discrimination does not occur. This will be done by monitoring appropriate data sets at suitable intervals, and by explicitly considering the impact on equality issues of any new actions, policies or procedures which it initiates or approves. The Committees will therefore take forward the equality objectives that relate to their area of work.

The College continues to collect data related to the protected characteristics and analyse this data in relation to various functions at Heythrop, and will take action to redress in equality issues identified.

The equality objectives will be set every four years however, they will be reviewed annually.

## Six Equality Objectives

The College has identified six equality objectives:

### **Student Recruitment**

1. To promote access to Heythrop's programmes to as wide a range of students who can benefit, as possible.

#### Actions:

- to make for provision available for students as documented in the Access Agreement, such as bursaries, scholarships, and marketing and outreach to teachers in targeted schools;
- to improve recruitment to and support for UK distance-learning students on the University of London International Programme;
- to use the Admissions Forum to facilitate support for decision-making;
- to collate and analyse data relating to student recruitment on an annual basis;
- to give staff suitable training to ensure that they are able to carry out fair selection of students for programmes, being mindful of equality legislation.

## **Learning, Teaching and Assessment**

2. To have a learning environment in which students are given the best opportunity to achieve their full potential and make a valued contribution to society.

### Actions:

- to continually improve teaching and learning spaces, ensuring that they are fit for purpose and meet the needs of all learners and teachers;
- to collate and analyse student data (on retention and attainment, and the use of student services/facilities) which relate to the protected characteristics and taking action to redress any equality issues;
- to provide individual student support via the Student Development Manager, Chaplaincy, Transition to University Project Manager;
- to provide a forum to foster good relations between people who share a protected characteristic and those who do not share it.

## **Supporting Students with Disabilities**

3. Within the next 12 months, to enable a more complete and effective disclosure of students' personal information on their disabilities so that adjustments can be made in a more timely way and taking into consideration individual circumstances.

### Actions:

- to provide a supportive environment and system to enable students to disclose information;
- to consider and implement the most secure and efficient way of using the staff intranet to share information with those who need to know;
- to enable the student to have the confidence to maintain ownership of their data, whilst being sure that it is being shared confidentially within administrative systems;
- to provide staff with the training and/or information to enable them to be more confident in knowing what adjustments to make for students with various medical conditions and disabilities.

## **Staff Recruitment**

4. To increase diversity of staff in relation to gender, age and ethnic background.

### Actions:

- to review recruitment and selection policy and practices;
- to collate and analyse recruitment and selection data and taking action to redress in matters that arise;
- to advertise widely to attract people from diverse backgrounds to apply.

- to provide equality (and other) training for all staff involved with staff recruitment and selection.

## **Staff Development and Reward**

5. To have a professional workforce that feels valued and treated fairly in accessing training and developmental opportunities to develop their professionalism.

### Actions:

- to carry out job evaluation to ensure that staff are rewarded appropriately for the work they do;
- to provide staff development and training opportunities to which all staff have access;
- to provide equality training to staff and governors to ensure that they understand equality in the context of their roles and the College's corporate aims;
- to collate and analyse staff data and taking action to redress in matters that arise;
- to embed the management of equality matters into the College's Committee structure;
- carrying out regular equal pay reviews;
- to update the procedure for special circumstances in relation to staff being considered for the Research Excellence Framework;
- to consult with staff on data to be collected on protected characteristics;
- to provide a forum to foster good relations between people who share a protected characteristic and those who do not share it;
- to carry out impact assessments on practices, procedures and policies as appropriate.

## **Staff Support**

6. To ensure that staff who have protected characteristics have access to the support they might need from the College.

### Actions:

- to obtain up-to-date information from staff in the protected characteristics and find out what support they might need;
- to provide an occupational health service, including an employee assistance scheme;
- to provide staff with information on the College's procedure on bullying, harassment and victimisation;
- to carry out health and safety risk assessments.