

## **Equality, Diversity and Inclusivity factsheet**

**Equality, Diversity and Inclusivity at the Hull York Medical School are core principles for our School.**

The following information highlights some of the ways the School and the Universities promote equality of opportunity and a positive working culture for all our staff.

### **Equality, Diversity and Inclusion Committee**

The School's Equality, Diversity and Inclusion Committee (EDIC) was established in 2019 and supports and advises with specific regard to equality, diversity, culture and inclusion across the School.

The committee ensure that all protected characteristics are considered in the activities of the Faculty (age, disability, ethnicity, gender, gender reassignment, religion or belief, sexual orientation, marriage and civil partnership, pregnancy or maternity). It raises awareness and supports on delivering responsibilities in regards to the Equality Act 2010 and the protected characteristics for the School, its workplace, and wider society. It reviews, updates and monitors relevant policies and procedures.

The committee has staff and student representatives from across the School and provides a forum to support consultation in relation to equality, diversity and inclusion.

We have a School webpage and also work with both Universities – webpage links:

Hull York medical School: <https://www.hyms.ac.uk/about/equality-diversity-and-inclusion/equality-diversity-and-inclusion>

University of York: <https://www.york.ac.uk/about/equality/>

University of Hull: <https://www.hull.ac.uk/work-with-us/more/equality-diversity-and-inclusion/equality-diversity-and-inclusion>

### **Athena SWAN**

The Athena SWAN Charter is a recognition scheme for UK universities and their Science, Technology, Engineering, Medicine and Mathematics (STEMM) departments.

The aim of the scheme is the advancement of women in science, engineering and technology in higher education and a significant increase in the number of women recruited to the top posts.

Hull York Medical Schools holds a departmental Silver award (renewed in 2019). The School has an Athena SWAN Action Plan, and the Dean, the Management Board, and the Self-Assessment Team (SAT) are responsible for its implementation and monitoring. The SAT are a mixed group representing staff and student representatives from across the School.

Our main activities are:

- Planning and leading initiatives that support sustainable structural and cultural change which advances gender equality,
- Gathering quantitative and qualitative data relating to School and University practices, policies and processes,
- Using this evidence, identifying key objectives and actions with the aim of improving gender equality in the Faculty,
- Developing and maintaining the Action Plan, including ongoing review of progress against activities,
- Taking action to deliver the activities identified in the Action Plan, using its own members or other Faculty and University groups and committees as appropriate.

## **Gender Monitoring**

The School monitors staff and students by gender and examines the impact of its specific policies and practices on different genders. We collate data on a number of areas including: applications, promotions, and staff turnover as well as undergraduate and postgraduate attainment.

## **Equality & Diversity awareness and training**

The School and the University are taking steps to promote good relations and prevent discrimination by raising staff awareness of Equality and Diversity issues: All staff must complete online Equality and Diversity and Unconscious Bias training modules.

## **Performance Development Review (PDR) and mentoring**

All staff will receive a PDR, normally with their line manager, on an annual basis following successful completion of probation.

The PDR is there to ensure everyone has the opportunity to discuss their Personal Development needs and how their role contributes to the strategic intent and ambitions of the Schools, the Faculty and the University.

There is also university mentoring schemes which are open to all staff – further details can be found via the webpages:

<https://www.york.ac.uk/admin/hr/organisational-development/mentoring-and-coaching/mentoring-introduction/>

<https://share.hull.ac.uk/Services/StaffDevelopment/SitePages/One-to-One%20Coaching.aspx>

<https://share.hull.ac.uk/Services/StaffDevelopment/SitePages/Forums%20and%20Networks%20-%20Coaching%20and%20Mentoring%20Practitioners%20Network.aspx>

## **Progression and Promotion**

Academic staff will be provided with regular information and updates on the University's annual academic promotions process. Professional services staff are encouraged to think about their career progression whether within the School or the wider University. Line-managers (or reviewers) will discuss promotion or progression possibilities as part of the PDR process, actively encourage those staff considered ready to apply and support others to develop the skills and experiences they will need for a future application.

We hold a bank of academic CV's from Hull York Medical School staff who have been successful in promotion applications, at all levels, which staff can access to help support the development of their own promotion applications.

## **Work-life balance**

The Faculty takes account of the needs of individual members of staff. Requests for changes to working patterns to fit in with family-life/caring responsibilities will be considered fully and, subject to operational needs, will be supported where reasonably practicable.

The University's policy on flexible working can be found on:

<https://www.york.ac.uk/admin/hr/policies/leave-and-absence/flexible-working/policy/>  
<https://share.hull.ac.uk/Services/HR/SitePages/Family%20Friendly.aspx>

## **Parental leave**

We recognise the need to assist staff with managing the sometimes conflicting demands of parental and work responsibilities. The School's policies on parental leave can be found on:

<https://www.york.ac.uk/admin/hr/browse/policies/leave-and-absence>  
<https://share.hull.ac.uk/Services/HR/SitePages/Family%20Friendly.aspx>

## Child care

York Campus Nursery and pre-school is situated on the University of York campus and Little Einsteins Childcare Centre is located on the University of Hull Campus. Both offer childcare to the staff and students of the University and both are registered with OFSTED. They offer a flexible service, with both part-time and full-time care available. Both are registered to offer government funding for all 3 and 4 year old children.

Further information about can be found at:

<https://www.york.ac.uk/admin/hr/employee-benefits/childcare/campus-nursery/about/>

<https://www.littleeinsteinsull.co.uk/>

## Nursing mothers

The School wishes to encourage an understanding of breastfeeding and a positive and supportive attitude towards breastfeeding among all staff and students. Mothers who wish to continue breastfeeding when they return to work or study are positively supported and are welcome to breastfeed in any public space within the University. There are dedicated spaces on campus if you would like a quiet place to feed your child or to express milk and baby changing facilities:

<https://www.york.ac.uk/about/equality/inclusive-facilities/>

<https://share.hull.ac.uk/Services/healthsafety/SitePages/New%20and%20Expectant%20Moters.aspx>

## HYMS Equality, Diversity and Inclusion events

Annually we hold events to support International Women's Day, Black History Month and LGBTQ+ History Month. Details of these events are posted on the Hull York Medical School website.

The School's strong commitment to equality, diversity and inclusivity is supported by a number of Equality, Diversity and Inclusion Champions, based at both Hull and York campus sites:

- Kat Sanders (LGBTQ+)
- Hannah Jennings (Race/Religion/Belief)
- Liz Mitchell (Disability)
- Claire de Oliveira (Gender)

If you require this document in a larger font or an alternative format, or further information, please contact: Claire Foster ([claire.foster@hyms.ac.uk](mailto:claire.foster@hyms.ac.uk))