

EPSRC CDT in Fluid Dynamics

Action Plan for Equality and Diversity

The University of Leeds has an Equality and Inclusion Strategy and Framework which the CDT aspires to align to. The strategy aims to be a beacon of excellence in the sector, promoting a culture of inclusion, respect and equality of opportunity for all.

The aims of this strategy are:

- 1) To develop a University-wide culture which promotes equality and inclusion.
- 2) Integrate and embed equality into all aspects of University business.
- 3) Attract, retain, support and develop an excellent workforce from across the world.
- 4) Ensure a world-class student experience through inclusion and academic excellence.

Summary of actions taken so far

Recruitment

- Review and amendment of marketing materials to enhance broader appeal
 - Inclusion of diverse range of students in images and inclusive text,
 - Highlighting Athena SWAN (this is a charter established by the British Equality Challenge Unit in 2005 that recognises and celebrates good practice towards the advancement of gender equality: representation, progression and success for all.)
- The protected characteristics (e.g. Gender, Age, Ethnicity and Disability status) are not included on summary paperwork prepared for the shortlisting and interview panels to remove any unconscious bias, they are also never asked about at interview
- Interview panels are diverse (e.g. no single gender recruitment panels)
- Skype interviews are offered to candidates based abroad and to those who have difficulty travelling
- Additional adverts in a broader range of marketing material to reach a wider audience (print and online)
- Revising the recruitment process at the interview stage to provide a better experience for applicants (inclusion of talks, tours and informal meetings with academics and staff)
- Tracking and reporting of diversity characteristics of applicants and students for the CDT
- Preparation for reasonable adjustments for disabilities when notified

Day to day in the CDT

- Working to the equality and inclusion framework at the University of Leeds
- Encouragement of students to engage in diverse networks e.g. WaLN (Women at Leeds network) by sharing events and updates from networks
- Engaging students in delivering inclusive outreach
- Collaborating with existing networks to learn best practice (Women in Nuclear programme)
- All new staff and staff involved in recruitment receive equality and diversity training at the University
- Pro-actively supporting any students that report having a disability in collaboration with the Disability Support team.
- Ensuring diversity of speakers at events arranged by the CDT.
- Open discussion of equality and diversity issues amongst staff at Executive, Management and External Advisory Board meetings (e.g. under-representation of a gender)
- Support of maternity/paternity leave and flexible working for students
- Support for students with caring responsibilities to attend conferences and placements
- Making events accessible
- Supporting the wider community at Leeds and sharing best practice across the University

Action Points

1. Achieve improved diversity across CDT activities

- Ensure the CDT has a diverse student cohort
- Collate data across all CDTs at Leeds to ensure consistent Equality and Diversity measures are in place and making a difference
- Actively consider and monitor diversity of speakers and chairs at events arranged by the CDT
- Actively consider and monitor diversity of staff involved in recruitment events

2. Engage students in equality and diversity issues

- Enable engagement, debate and consultation with student representatives and students from each of the protected characteristics to ensure that their views are reflected

- Promote equality and diversity issues via publication of calendar of equality and diversity events including religious dates and festivals
- Embed online equality and diversity training in student's induction

3. Integrate and embed equality into the CDTs business

- Identify and address equality gaps in the CDTs governance structures and management processes
- Incorporate equality into day to day business activity
- Nominate an Equality and Diversity Officer/Champion for the CDT

EPSRC CDT in Fluid Dynamics at Leeds