

EQUALITY AND EQUAL OPPORTUNITIES IMPLEMENTATION PLAN 2020 2021

REF: This policy and related documents are affiliated to the AEB procured project and ESF logo.

PURPOSE

This document sets out the LHAA Equality Outcomes from August 1st 2019, as well as arrangements for reporting on progress and reviewing the Outcomes.

In addition to meeting the statutory requirements it is intended that the preparation and publication of Equality Outcomes will help the LHAA to ensure the right issues are being addressed to achieve tangible benefits for its community.

CONTEXT

Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act Advance equality of opportunity between people who share a relevant protected characteristic and those who do not, particularly by:

- Removing or minimising disadvantage
- Meeting the needs of particular groups that are different from the needs of others
- Encouraging participation in public life
- Foster good relations between people who share a protected characteristic and those who do not, through tackling prejudice and promoting understanding between people from different groups

An Equality Outcome (as defined by the Equality and Human Rights Commission), is a result which we aim to achieve in order to further one or more of the needs mentioned in the general equality duty. It may be thought of as a result intended to achieve specific and identifiable improvements in people's life chances. Outcomes are the changes that result for individuals, communities, organisations or society as a consequence of the action we have taken. Outcomes include short-term benefits, such as changes in awareness, knowledge, skills and attitudes, and longer-term benefits such as changes in behaviours, decision-making or social and environmental conditions.

RESPONSIBILITIES

Responsibility for achievement of the LHAA Equality Outcomes is shared across the company, with particular responsibility lying with other governing and decision-making bodies, managers, and those responsible for learners and services. Specific responsibility is identified for overseeing each action relating to the Equality Outcomes.

Equality and Equal Opportunities Implementation Plan V2 date: 1/8/20
Approved by: Claire Ensor Review date: July 2021

SUPPORTED BY
MAYOR OF LONDON



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INVOLVEMENT AND PROCESS FOR DEVELOPING THE EQUALITY OUTCOMES

The Equality Outcomes have been developed with close reference to the LHAA Strategic Plan and other existing strategies, plans and external requirements, including the LHAA Equality and Diversity policy.

The Equality Outcomes have been developed taking into account a wide range of evidence. In addition to the feedback and information from the consultation and sources above, consideration

has been given to a number of sources of information relating to equality, including benchmarking data and survey results.

MONITORING AND REVIEW

The LHAA will publish an Equality progress report by 30th January 2021 in line with the LHAA Quality Improvement Plan and Equality outcomes may be revised. A further report on progress will be made by 1st August 2021 and a fresh set of Equality outcomes will be published at that point.

POLICY HISTORY AND REVIEW

The document will be reviewed as set out in the 'Monitoring and Review' section above. In addition, this document will be subject to review in the event of any change in the relevant legislation or context.

EQUALITY OUTCOMES AND ACTIONS

In order to advance equality, diversity and inclusion, and enable the fulfilment of the General Equality Duty. The Equality Outcomes are summarised below, along with details of the relevant priorities in the LHAA Strategic Plan. This document then sets out details of the actions identified to enable achievement of each of the Equality Outcomes, including responsibilities, success measures and timescales. Each action specifies which of the 'needs' set out in the general equality duty are addressed, which Protected Characteristics are covered and whether the action relates to learners, staff and/or the wider community.

SUMMARY OF EQUALITY OUTCOMES AND STRATEGIC PRIORITIES

IMPROVE THE INCLUSIVITY OF THE WORKING AND STUDYING ENVIRONMENT

Ensure that the LHAA values difference and that all learners and staff can be confident about being themselves and have the opportunity to reach their full potential.

Strategic priorities:

- Excellence in education objective: guide and support our learners through the LHAA Apprentices and Adult programmes
- People enabler objectives/strategies: be inclusive, supportive and collegial in our approach, which is underpinned by principles of dignity and respect, equality and diversity, health, safety

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and wellbeing; promote and support new staff to enable them to become effective; provide safe and accessible working environments

- Outstanding learner experience theme objectives: combine our recognised teaching excellence with an outstanding learner experience ...; take a cohesive, inclusive and individualised approach to enhancing our learner experience that encompasses all subjects, all modes of learning, all learner services, and all parts of our estate; promote learner health, wellbeing and safety
- Equality and widening participation theme objective/strategy: foster a culture which permits freedom of thought and expression within a framework of mutual respect; enable learners from under-represented groups to fully embrace their LHAA experience, successfully complete their programme of study and expand their ambitions and employment opportunities; ensure staff and learners with particular needs have access to appropriate facilities and support

IMPROVE THE MAINSTREAMING OF EQUALITY THROUGH GOVERNANCE AND MANAGEMENT

Strategic priorities:

- People Enabler strategy: foster our ethos of collegiality, tolerance, compassion and strong ethics, through effective employee engagement and empowerment, transparency and excellent communications
- Lifelong community theme objective: be a responsible and influential neighbour, employer and adviser

IMPROVE AWARENESS AND UNDERSTANDING OF EQUALITY

Improve quantitative and qualitative information about the learners and staff (including potential learners and staff) and their experiences across the learner and employment lifecycles. Improve awareness and understanding of equality, diversity and inclusivity by the community.

Strategic priorities:

- Excellence in education objective: embed attributes in all our programmes
- Excellence in research objectives: combine our proven research excellence with demonstrable ... health and social impact; generate a cohort of future research leaders
- Excellence in innovation objective: increase our impact on culture, health and wellbeing
- People enabler objective: develop the knowledge, capabilities and skills of our people
- Outstanding learner experience theme strategy: ensure staff have the skills and knowledge to respond effectively to the range of our learners' circumstances, experience, expectations and aptitudes
- Impact theme strategy: promote and recognise the value of mobility, cross-cultural understanding, and multilingualism for all our learners and staff
- Lifelong community theme strategy: promote the LHAA achievements

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- Equality and widening participation theme strategy: protect and celebrate diversity as a defining element of the LHAA experience; ensure staff have appropriate training and information in equality areas to prevent discrimination, make reasonable adjustments, and promote equality of opportunity

IMPROVE EQUITY OF PAY AND CAREER PROGRESSION FOR ALL LHAA STAFF

Strategic priorities:

- People enabler objective/strategy/KPI/target: attract, reward and retain the best people, accessing talent; reward excellence and success in a variety of ways
- Equality and widening participation theme target: increase the proportion of male academic staff appointed

IMPROVE EQUITY OF ACCESS TO EDUCATION IN THE LHAA.

Strategic priorities:

- Equality and widening participation theme objectives/strategies/target: admit the very best learners from a wide range of backgrounds; raise engagement and aspirations in individuals from under-represented groups, broadening the base of our applicant pool; take context and individual circumstances into account when identifying learners with the best potential to succeed, through our fair, clear and transparent admissions policy.

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