Royal Holloway’s Equality and Diversity Scheme
Royal Holloway, University of London aspires to a diverse and inclusive organisational culture, in which everyone feels valued and supported. It has a set of values and beliefs to guide our behaviour throughout our academic activities and professional support services. Fairness is a key value and is about ‘upholding principles of equality, diversity and fair access ensuring we create fair opportunities for all, respect and support each other and allow individuals to achieve their potential’.

Royal Holloway’s Equality and Diversity Scheme 2014–2017 sets out the College’s approach to equality and diversity, both as an employer and as a provider of academic, educational and research experience.

The scheme also outlines how the College meets the requirements of the Equality Act 2010.

Royal Holloway’s commitment to equality and diversity

Royal Holloway is proud to continue its tradition of providing excellent education on the basis of merit. It commits to valuing diversity and promoting equality of opportunity for all in employment, admissions and in its teaching, learning or research activities.
What’s the demographic at Royal Holloway?

- **Female Staff**: 51.8%
- **Disabled Staff**: 1.8%
- **Female Professors**: 24.9%
- **BME Professors**: 6.8%
- **Female Senior Managers**: 29.4%
- **Minority ethnic (UK)**: 11.4%
- **Minority ethnic (all)**: 14.4%
What are the principles that guide Royal Holloway’s Equality and Diversity Scheme?

At Royal Holloway, we believe that upholding principles of equality, diversity and fair access will ensure that we create fair opportunities for all, respect and support for each other, whilst also allowing individuals to reach their potential.

The College is committed to:

• Creating a positive, inclusive environment, free from prejudice, bullying, harassment and unlawful discrimination within the College. We will take action to challenge inappropriate behaviour and discriminatory practice.

• Ensuring that staff, students, applicants for employment or study, visitors and other persons in contact with the College are treated fairly, with dignity and respect.

• Recognising and valuing people and diverse groups with multiple identities and individual differences.

• Providing staff and associates with the knowledge and skills they need to understand and meet their equality and diversity responsibilities.
Royal Holloway has developed Equality objectives with input from students and staff, and the objectives themselves are founded on the statistical information about the diverse student and staff population.

The College’s Equality objectives guide activity and ensure that the College is always working to uphold the principles of equality, diversity and fair access.

**What equality objectives do we have as a higher education institution?**

1. **To promote diversity and integration within the student body.**

2. **To improve the percentage of student disclosure of equality data.**

3. **To provide timely and regular management information, such as student attainment by protected characteristics and under-represented groups’ participation in different discipline or subject areas, to key decision makers and to develop action plans as appropriate.**

4. **To embed equality and diversity monitoring in all aspects of student engagement not just those linked to learning and teaching.**

5. **To provide staff development opportunities that encourage and enable lecturers to consider bias towards or against particular groups in teaching and assessment methods.**

6. **To improve take up of services from those with mental health conditions and/or learning impairments.**

7. **To improve our existing suite of services for disabled students.**

8. **To embed equality impact assessment in curriculum development.**
Our Equality objectives

What are our equality objectives as an employer?

1. To promote equality and diversity in the College’s Council, senior leaders and management team.

2. To improve percentage of staff disclosure of equality data.

3. To increase the representation and success in the careers of disabled staff.

4. To increase the representation of Black, Asian Ethnic Minority staff particularly at senior academic and professional service level.

5. To improve the gender balance across all staff groups and the representation of female academics and research staff particularly at senior level. Promote an inclusive and supportive environment for pregnant women, nursing mothers and new parents.

6. To promote an inclusive environment where LGBT staff are able to be open about their status which will help improve representation of staff who declare their LGBT status.

7. To develop and progress the action plan from the Equal Pay Audit in 2014.

8. To remove or minimise the disadvantages experienced by staff because of their protected characteristics in relation to the way they are managed.
What has the College achieved so far?

For our students:

- Royal Holloway has seen students from low performing schools rise from 3.7% in 2009 to 5.4% in 2010 and 2011 and increasing to 6% in 2013/14.

- Royal Holloway has more female than male students studying Science, contrary to the sector:

<table>
<thead>
<tr>
<th>Faculty of Science</th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14</th>
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<tbody>
<tr>
<td>UG</td>
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</tr>
<tr>
<td>Royal Holloway</td>
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<tr>
<td>Sector</td>
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<td>47%</td>
<td>48%</td>
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<tr>
<td>Male</td>
<td>48%</td>
<td>48%</td>
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</tr>
<tr>
<td>Female</td>
<td>52%</td>
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<td>48%</td>
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- Approximately 10% of all students have declared a disability prior to or during the course of their studies at Royal Holloway. We have managed to maintain a high rate of disclosure thanks to a dual strategy aimed at integrating disability support and considering the specific needs of disabled students at each stage of their educational journey.

For our staff:

- An employee assistance programme (EPA) is in place to offer staff a little extra support to manage life’s everyday challenges.

- Completion of a programme in 2014 to enable promotion of female academics, which has resulted in about a third of participants securing leadership positions.

- The Disability Forum is developing a Guide for Disabled Staff and a Guide for Managers on supporting Disabled staff by the end of 2015.

- An active and thriving LGBT Network working collaborative with the College. The Rainbow flag (symbol of the LGBT community) flew above the Founder’s Building for the first time in 2014.