

UCC Assessment: Issues & Actions

Function: Core University Activities (Learning and Teaching, Research, Service Delivery)

1. Diversity

Values: UCC recognises the importance of understanding and accommodating diversity in its daily work for the benefit of service users and it will proactively engage with stakeholders.

Assessment by internal PSD working group:

- Equality monitoring of data is needed across the 9 grounds of discrimination to provide information on outcomes and opportunities for students
- Data equality monitoring across the 9 grounds of discrimination – outcomes and opportunities for students and staff, retention, promotion and success rates. The mobility of students is not being captured.
- Outreach to senior citizens

Religious Diversity

- It is stated that UCC is multi-denominational yet the Christian calendar is observed. No acknowledgement in UCC of other religious dates such as Eid and food provision is Christian centred. Non-flexibility for minority religious staff and students (for example EID). Winter break is Christian centric.

Cultural Diversity

- Othering of difference e.g. 'international students' – need for inclusive terminology when discussing diversity

Accessible Statement of Issues

We need to gather more comprehensive information on, and better understand the outcomes and opportunities experienced by our students, staff and service users across the Equal Status Grounds.

We need to ensure that the information that we do have on staff, students and service users across the Equal Status Grounds complies with data protection regulations.

Corresponding Actions

Actions to address were identified as follows:

- Establish a Cross-University Working Group by EDI Unit to carry out a UCC EDI and Human Rights Needs Assessment that includes a focus on inclusive language.
- Develop Age Friendly University Initiative with colleagues in

<p>We need to increase our efforts to include older people (staff, students and others) in the life of the University.</p> <p>Given the Christian-centred nature of our calendar, we need to raise greater awareness and understanding of the diversity of religious and non-religious events taking place during the year for our staff, students and service users.</p> <p>We need to raise awareness of the importance of inclusive language across all of our core activities to ensure the campus climate is welcoming to all.</p>	<p>Public Health and Clinical Gerontology and Rehabilitation. Launch of proposal at Equality Week March 5th 2018.</p> <ul style="list-style-type: none"> • Identify what data is useful to collect and why to understand the experiences of staff and students. Identify what data is possible to hold on staff and students as part of the new General Data Protection Regulation. Use this information to support application to the Social Research Ethics Committee to survey staff and students on EDI issues/needs assessment. • Development of a UCC Diversity Calendar for September 2018 that includes reference to multiple global religious and non-religious events
<p>2. Disability</p> <p>Values: UCC recognises that disability issues are an important component of the public sector equality and human rights duty.</p> <p><u>Assessment by internal PSD working group:</u></p> <ul style="list-style-type: none"> • Physically inaccessible buildings for student meetings - dignity in accessing rooms in exam situations • Greater efficiency needed in use of rooms 	
<p>Accessible Statement of Issues</p>	<p>Corresponding Actions</p>
<p>The built environment and room booking code of conduct needs to take greater account of the the needs of students with physical disabilities.</p>	<ul style="list-style-type: none"> • Bring a focus on the experience of staff, students and service users with physical disabilities in the work of the Cross-University Working Group, including a focus on the experience of physical accessibility across campus and timetabling of rooms. Develop guidance/a checklist to consider when booking rooms.

3. Equality and Human Rights Awareness and Capacity

Values: UCC recognise the importance of staff having the awareness, confidence and capacity to work with a diverse student population and deal with any equality and human rights issues that can arise.

Assessment by internal PSD working group:

- Training of all staff / service providers – there are no statistics on the take up of Lead Programme (Living Equality And Diversity eLearning Programme) – there is no mandatory training
- Students have gaps in knowledge of different policies and procedures surrounding redress and harassment procedures. There is a lack of transparency e.g. what are the outcomes of grievance procedures? This area requires review. UCC should strive to make people aware of the possibilities of seeking redress and their right to a remedy
- There is a need to investigate processes for reviewing, taking into account student concerns and other feedback.

Accessible Statement of Issues	Corresponding Actions
<p>We need to raise awareness of and gather information on the degree of EDI and Human Rights training (including LEAD training) that has been taken up by staff. We also need to know to what degree staff and students are aware of their right to remedy under the Duty of Respect and Right to Dignity Policy, and what the outcomes of pursuing that policy have been for staff and students.</p>	<ul style="list-style-type: none">• Establishment of Cross-University Working Group to review Duty of Respect and Right to Dignity Policy, Procedure and Implementation as part of Equality, Diversity and Human Rights Needs Assessment.• Establishment of a Cross-University Working Group by EDI Unit to carry out a UCC Equality, Diversity and Human Rights Needs Assessment.

Function: Employment and Human Resources

1. Understanding Diversity

Values: UCC recognises the importance of understanding and proactively engaging diversity in the workplace for the benefit of staff and service users.

Assessment by internal PSD working group:

- What do we have to collect re equality and diversity data – full time and part-time staff
- Clarity is needed in relation to the reporting of the disability requirement of 3%
- Need for data on equality and human rights issues for all staff, both full-time and part-time

Accessible Statement of Issues

We need to better understand and gather information on the following four areas:

- Campus Climate
- Staff and Student Demographic across 10 Equality Grounds
- EDI and Human Rights-related policy awareness and experience of implementation
- Staff Training and Development Needs and Student Learning Needs

Corresponding Actions

Actions to address were identified as follows:

- Establish a Cross-University Working Group by EDI Unit to carry out a UCC Equality, Diversity and Human Rights Needs Assessment. Include wide-ranging consultation beginning with Senior University Stakeholders.

2. Gender Equality

Values: Addressing gender inequalities is a priority for UCC and it is committed to advancing gender equality in academia.

Assessment by internal PSD working group:

- Review issue of equal pay for equal work e.g. gender pay gap, parenting leave is different, depending on your gender

Accessible Statement of Issues	Corresponding Actions
<p>UCC experiences similar challenges to other Higher Education Institutions as reviewed by the HEA in relation to realising gender equality in the workplace.</p>	<ul style="list-style-type: none"> • Implement the three-year Athena SWAN Bronze Action Plan.
<p>3. Equality and Human Rights Awareness and Capacity Values: UCC identifies the importance of staff awareness and capacity around equality and human rights, promoting positive interactions and outcomes.</p> <p><u>Assessment by internal PSD working group:</u></p> <ul style="list-style-type: none"> • There are good Human Resources policies and processes in place but staff need to be made aware of them in order to have right to an effective remedy • There are policies and processes in place but there is a cultural issue in terms of implementation - an awareness gap and a policy implementation gap – need training and awareness 	
Accessible Statement of Issues	Corresponding Actions
<p>There is a challenge in relation to awareness and uptake of EDI and Human Rights related policies and tools that can minimise EDI and human rights problems amongst staff.</p>	<ul style="list-style-type: none"> • Establish the Equality, Diversity and Inclusion Website as a one-stop shop for all relevant guidance, policies and processes • Director of EDI presents at monthly new staff orientation sessions on relevant policies

4. Equality and Human Rights Mainstreaming

UCC recognises the importance of embedding and mainstreaming equality and human rights in the daily work of the organisation.

Assessment by internal PSD working group:

- The university wide gap analysis completed for Athena Swan process was very comprehensive but there is a need to replicate this process across all nine grounds. The issue is who is going to be the driver of this work? New EDI unit could be the driver and co-ordinate all responses.

Accessible Statement of Issues	Corresponding Actions
Currently there is no formalised structure at local/unit level which has the potential to mainstream and embed EDI and human rights-related issues across University College Cork	<ul style="list-style-type: none"> • Establish a Local Equality and Wellbeing Champions Pilot Initiative with explicit endorsement and support of UMT Equality and Wellbeing Champions.
<p>Other Issues Raised:</p> <ul style="list-style-type: none"> • Need to review codes of behaviour for staff and students in order to ensure duty of respect. • Need to review temporary contracts for staff esp. research staff – UCC has duty of care to all staff, whether permanent or temporary, academic or non-academic. 	<ul style="list-style-type: none"> • Establish the aforementioned Cross-University Working Group which can include in its work a review of Duty of Respect and Right to Dignity Policy, Procedure and Implementation and the experiences of staff on temporary contracts

Function: Policy Making

1. Equality and Human Rights Mainstreaming

Values: UCC recognises the importance of embedding and mainstreaming equality and human rights in its daily work.

Assessment by internal PSD working group:

- There is a lack of a central overall ‘umbrella’ in UCC for driving our response to the Public Sector Equality and Human Rights Duty
- Ownership of the EDI agenda: the importance of establishing a working group across all the university, to secure buy in from various parties. Not all focused or siloed into one unit

- There is a need for a university wide gap analysis on all human rights issues and needs to cover all nine grounds, not just gender
- There is a need for a central EDI unit to drive implementation
- As part of an equality and human rights assessment, there is a need to review all sources of information, identify plans / strategies and note progress on implementation, taking into account information gathered through recent strategic planning process (consultations with staff and students)

Accessible Statement of Issues	Corresponding Actions
<p>We need a central co-ordinating Unit to drive the EDI and Human Rights agenda while ensuring that EDI and Human Rights are regarded as the responsibility of all University members.</p>	<p>Actions to address were identified as follows:</p> <ul style="list-style-type: none"> • Establish EDI Unit to drive PSD in UCC. • Clarify the Equality infrastructure in UCC with revised terms of reference for the Equality Committee • Establish a Cross-University Working Group by EDI Unit to carry out a UCC Equality, Diversity and Human Rights Needs Assessment. Include wide-ranging consultation beginning with Senior University Stakeholders.

2. Diversity

Values: UCC recognises the importance of understanding and accommodating diversity in its daily work for the benefit of service users and staff.

Assessment by internal PSD working group:

- Lack of ethnic and other diversity in academic council, governing body, UMTS and UMTO, Academic Board – need for greater visibility of diverse groups
- We do not know who we are or what we need. Do not know demographic of university (staff and student). Who is UCC, demographically speaking?
- Diversity across all grounds – shared understanding of terminology. What do we know about 9 grounds? What are our policies and

are they being implemented / imported

Accessible Statement of Issues	Corresponding Actions
<p>We need to better understand and gather information on the demographic of University members across central decision-making bodies.</p> <p>There is a challenge in relation to awareness and uptake of EDI and Human Rights related policies and tools that can minimise EDI and human rights problems amongst staff and students.</p>	<ul style="list-style-type: none">• Establishment of a Cross-University Working Group by EDI Unit to carry out a UCC Equality, Diversity and Human Rights Needs Assessment. Includes wide-ranging consultation beginning with Senior University Leadership Stakeholder meeting• Establishment of Equality, Diversity and Inclusion Website as a one-stop shop for all relevant guidance, policies and processes

Function: Budgetary Decision Making & Procurement

3. Equality and Human Rights Mainstreaming of Budgetary and Procurement Processes / Policies

Values: In the spirit of promoting equality which is a key part of the Public Sector Duty, UCC will take into account the need to eliminate discrimination, promote equality and protect human rights in drawing up its budgets and in the procurement of its services.

Assessment by internal PSD working group:

- Who is consulted re budget allocation? Equality Committee has no input or is not consulted regarding budgetary matters or procurement
- How much budget goes into promoting equality and human rights and into what areas?
- Framework on Procurement (OGP) – does procurement framework include consideration of human rights values for services such as construction and contract cleaning? Is value for money the only consideration? Research is an area to be examined. Public / private overlap also needs to be examined.

- What is the implementation mechanism at UCC? Need to follow models of good practice – how far can we go?
- There is a public / private overlap here: Spin out companies such as the polytunnel and also subsidiaries such as UCC campus accommodation, UCC academy and Mardyke Arena
- What do budget holders do to ensure promotion of equality and human rights?
- UCC internationalisation agenda was noted and its partners overseas. Should UCC ensure that partners have respect for human rights and equality and adhere to UCC values?
- Capital procurement - there is union intervention so there is some rights input there from employment side and in parallel with health and safety developments. In terms of UK procurement there are agreements and show respect to human rights and equality
- Need to review and monitor decision making around what services are outsourced as a mechanism to have control over values in practices
- Campus companies – equality and human rights criteria to be developed?

Accessible Statement of Issues	Corresponding Actions
<p>We need clarity and transparency regarding the University's expenditure on equality-related initiatives.</p> <p>We need to ensure that contracts procured, collaborators and partners are implementing UCC EDI and Human Rights values regarding promoting equality, eliminating discrimination and protecting human rights.</p>	<p>Actions to address were identified as follows:</p> <ul style="list-style-type: none"> • Clarify Equality Budget for 2018/19 academic year • Clarify applicability of PSD to campus companies, University partners and collaborators, etc. Development of guidelines on procurement and partnership in relation to EDI and Human Rights
<p>4. Equality and Human Rights Awareness and Capacity</p> <p>UCC recognises the importance of staff awareness of equality and human rights issues in the area of budgetary decision making and procurement.</p> <ul style="list-style-type: none"> • There needs to be equality and human rights awareness training for Heads of Procurement and of Budget Holders in relation to allocation of budgets • The working group do not have all the answers so need to get a more fulsome assessment across UCC. 	
Accessible Statement of Issues	Corresponding Actions
	<ul style="list-style-type: none"> • Establish a Cross-University Working Group by EDI Unit to

We need to ensure that line managers are trained in EDI and Human Rights issues in order to ensure budget allocation is aligned with UCC's core values of equality, diversity and inclusion.

carry out a UCC Equality, Diversity and Human Rights Needs Assessment. Includes consultation with line managers on their training needs.

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