

SE EDI Update

Student Experience Directorate Update

Kavita Jaidev – EDI Committee Co-chair

Ku'ulei Lewis – EDI Committee Co-chair

Agenda:

- **24/25 Activities Thus Far**
 - **Upcoming Activities**
 - **EDI Action Plan Update**
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Membership



Kavita Jaidev
Co-chair
Student Wellbeing



Ku'ulei Lewis
Co-chair
Careers and Enterprise

Membership



Christina Govier
Student Wellbeing



Huong Hoang-Wilson
Student Wellbeing



Chenee Psaros
Library Services



Heather Tilley
Student Wellbeing



Kay Hall
Student Wellbeing



Hassan Mahmud
Operations and Improvement



Fathea Khanum
Library Services

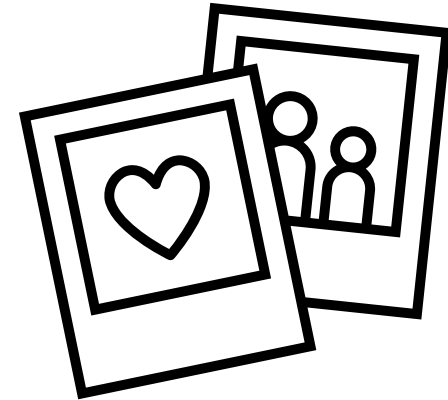


Frankie Edwards
Student Wellbeing



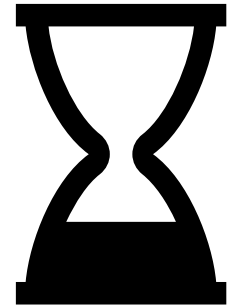
24/25 Activities Thus Far

- Introduced EIA feedback process chart for SLT, departmental SMT, and line managers
- Inaugural attendance Stellar HE Programme – Kavita and Fathea
- Supporting EDI Action Plan activities i.e. supporting with procurement and recruitment of Stellar HE candidates and supporting discussions around equitable recruitment practices and training
- Welcomed new Co-Chair Kavita Jaidev from Student Wellbeing team
- Launched SE EDI Intranet Page (qr code will take you there), big thanks for Hassan for all the work put in to get this launched

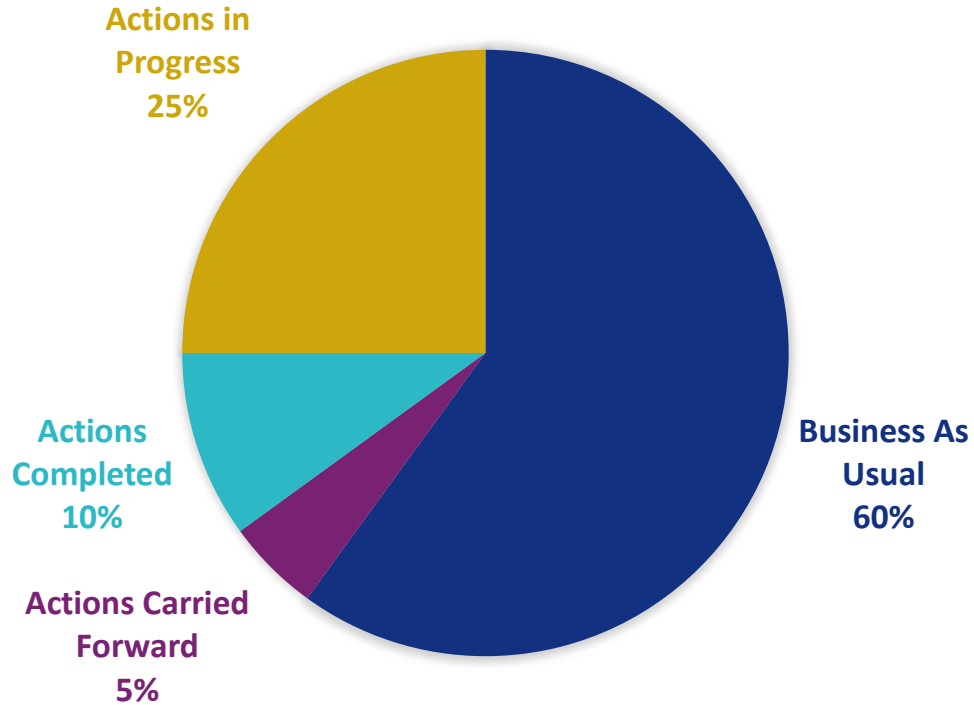


Upcoming Activities

- The committee will be supporting Staff Survey championship if anyone has any questions or would like to have a chat please get in touch
- Committee working groups Promoting inclusive practice & Community building will be hosting a directorate wide event so watch this space!
- We are recruiting for new members especially from Careers & Enterprise and Registry service, and anyone else from the directorate who would like to join
- Staff EDI & Wellbeing Feedback Survey is always open and monitored by SED EDI Committee Co-Chairs if anyone would like to submit a form it can be anonymous and if you would like to have a chat about the form or process please reach out to Kavita or Ku'ulei. Scan qr code to view/fill out the form.



EDI ACTION PLAN PROGRESS 2024/25



Equality Impact Assessments

- As part of the commitment to undertake one EIA per department this year, suitable activities/policies for to complete Equality Impact Assessments have now been identified and include:
 - ❑ Library Services – Interfiling Teaching Collection book stock (*Completed November 2024*)
 - ❑ Registry Services – Creating an AskQM hub in the library.
 - ❑ Careers & Enterprise – The Appointments Policy.
 - ❑ Student Wellbeing – Reasonable Adjustment Policy & Disabled Students Commitment.
 - ❑ General - Extenuating Circumstances and Student Learning Engagement Policies.

Review of Student Experience Progression Data

- ❑ One of the key outputs of the EDI Action Plan was to identify priority areas related to staff progression, with an annual publication of these priorities. A process is now in place to request a data report from HR which provides the number of staff who have progressed through grade increases.
- ❑ The HR Analytics Team is developing reporting functions as part of the new e-recruitment system (Oleeo), with the aim of launching a data dashboard.
- ❑ The initial data reporting will focus on recruitment stages – applicants, shortlisted, and appointed candidates – broken down by equality, diversity and inclusion characteristics.
- ❑ Once development is complete, staff will have direct access to the data dashboard for on-demand insights.

EDI Training Update

- ❑ Two Student Experience staff members are enrolled on the StellarHE Development Programme, piloting it for the university. They will provide valuable feedback to the HR EDI Team to support its potential establishment as a QM training offer in future years.
- ❑ The programme is designed for Black, Asian and ethnically diverse individuals who aspire to senior leadership positions in Higher Education.
- ❑ Progress continues with identifying suitable training resources for staff beyond the mandatory programmes. Options under review include external providers and in house “train the trainer” programmes, which will ensure accessible and comprehensive EDI training for managers (and staff) within Student Experience.
- ❑ Engagement with the QM Reciprocal Mentoring programme is anticipated. Further information is awaited from the HR EDI team regarding the programme’s structure and promotion strategy across all staff groups.
- ❑ Four Student Experience staff enrolled on the 2025 Aurora Programme out of a total of 20 places.
- ❑ Four Student Experience staff were allocated places on the 2025 Springboard Women’s Development Programme out of a total of 20 places.





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