

Developing our Equality, Diversity and Inclusion Strategy Brief and Invite to Submit Expressions of Interest

1. Introduction

John Moores Students' Union represents over 20,000 students in the City of Liverpool.

We exist to represent the interests of students to Liverpool John Moores University and to enhance the student experience.

We are democratically led by a team of elected full-time sabbatical officers and are home to numerous student groups, societies and volunteers. We employ around 20 salaried staff and a small team of student staff in a range of roles.

Our work includes campaigning for the rights of students and promoting equality and diversity on campus. We achieve many positive results and outcomes in terms of empowering students from underrepresented backgrounds to have a voice.

However, we recognise and understand that we need to do more to create a truly diverse and inclusive environment within our organisation. Within our people and culture plan we have identified that we would like to be more diverse and have decided that we need an ambitious and focused equality, diversity and inclusion strategy.

We would like to invite expressions of interest from suitably qualified and experienced partners to help us develop an EDI strategy for the Students' Union that sets us on a path to becoming more diverse and inclusive over the next three years.

2. Current Position

Our current situation(s) can be summarised as:

- There are many aspects of our current employment experience that are positive. Whilst we have been through some change there are many reasons to be optimistic about what it's like to work in the students' union. Our most recent staff engagement score shows 77% engagement (up from 58% in 2019).
- We have adopted new people and culture plan at the start of 2020 that set out an ambitious vision for the kind of employers that we aim to be.
- There is a distinction between our employment, volunteering and representative / campaigning work. EDI is an important strand running through all of these areas. We would like to be more consistent in our approach to inclusion across all areas of our work whilst recognising that there may be different needs and requirements in different areas.
- In some areas we believe that we are diverse and have good levels of representation within our staff team amongst some underrepresented groups (including gender, disability and sexuality).
- We acknowledge that lack of racial diversity within our organisation is a significant concern and potentially a barrier to engagement with our membership. We are underrepresented in terms of BAME staff and have received feedback from members, officers and/or staff that some elements

of our working practices lead to BAME colleagues feeling excluded and frustrated. This is not in line with our values and we are committed to addressing.

- We believe that our lack of diversity contributes to a lack of understanding within our organisations about race equity. This in turn makes us lack the level of legitimacy that we would like in providing inclusive services and opportunities that meet the needs of ALL of our students.
- We have identified some basic areas of our current practice that need improving (use of data, training, culture, recruitment etc) but need help and support to prioritise these effectively and identify the best solutions.

3. Aims and Objectives

The aim of this project is to develop an EDI strategy / 3-year plan for John Moores Students' Union that achieves the following:

- Establishes a compelling vision for the kind of diverse and inclusive organisation we will be in the future.
- Sets out clear targets and success measures so that we can measure our progress and performance.
- Defines key projects, activities and areas of work that will help us to become more diverse and inclusive.
- Engages and involves key stakeholders in the process. We want colleagues across the organisation to feel ownership and input into this work. We also want colleagues from underrepresented groups to help shape this work without feeling that the burden of fixing this problem rests solely with them.
- Outlines a plan that is realistic and gives clarity about what needs to happen, when and how we will resource this important area of work.
- Promotes collaboration within and across the organisation in an area of shared interest and shared importance.

4. Inputs

In order to undertake this work you would have access to the following information and resources:

- Our people and culture plan;
- Existing data around staff and officer numbers and demographics;
- Staff engagement survey results and reports;
- Campaign materials and plans relating to our liberation, diversity and inclusion work;
- Any resources or information regarding previous work around EDI;
- Meetings with senior staff and officers within the students' union to help shape and refine your thinking around the work;
- Administrative support to arrange a stakeholder input session and any other colleague engagement required.

5. Deliverables

The following deliverables would be expected from the project:

- A facilitated session / workshop with staff, officers and any other key stakeholders that engages colleagues in the EDI planning process and helps ensure buy-in to the new strategy and proposed solutions. This could be remotely delivered if current social distancing necessitates that within the timeframe;
- An equality, diversity and inclusion strategy / plan that sets out an ambitious vision and clear pathway for us becoming more diverse and inclusive – this should cover our employment and volunteering practices as well as our member-facing services, opportunities and activities;
- Presentation of the plan to key stakeholders including senior staff and officers from both Students' Unions.

6. Timescales

At this stage, we envisage that the key milestones in this work will be:

- Partner appointed to undertake work by early November;
- Workshop facilitated by early December 2020;
- Draft Equality, Diversity and Inclusion plan submitted by end of January 2021;
- Final plan agreed and signed off by end of February 2021.

We are happy to discuss and reconsider these timescales if it is felt that a different approach would help us to achieve our objectives more effectively.

7. Parameters

We are open to different options and methods regarding delivery, but our current expectation is that this project should take around 5- to 6-days of work to deliver in full.

8. Expressions of Interest

Expressions of interest should be submitted to our HR partners, atkinsonhrconsulting@gmail.com by Wednesday 28th October 2020.

Submissions should include:

- A summary of your background and relevant experience (including a link to your biography, CV or LinkedIn profile);
- Any examples of similar work or projects that you have undertaken in the past;
- A short overview of your proposed approach to the work;
- Detail of your costings including proposed number of days and your day rate;
- Two references for clients / employers in relation to similar work.

If you have any questions or would like a discussion regarding the work please contact Graham Atkinson (HR partner) on 07971173175 or Paul Chapman (CEO) on 07734 818419.