

In This Issue:

[Athena Swan](#)[Stonewall Success](#)[Staff Networks and
Community](#)[Farewell and Welcome](#)[Updating Your Personal
Data](#)[Gender Pay Gap Report](#)[HR Policy Engagement
Project](#)[Vacancy Communication
with Absent Staff](#)[Keeping in Touch Days -
Guidance for Managers](#)[Aurora Launch Event](#)[University Mental Health
Day 2022](#)

Launching the Athena Swan Charter for Gender Equality at the University

The [Athena Swan Charter](#), which provides a framework to support and transform gender equality within universities, was [launched officially](#) at the University of Greenwich at the end of January in line with our university [Strategy 2030](#). In recent years, the charter has been extended to include all gender identities, intersectionality, faculties and directorates, and staff roles - academic, technical, and professional and support. The university's submission to the charter will involve us developing insights through analysis of evidence to devise, enact and evaluate strategies for change that overcome underrepresentation and disadvantage relating to gender at the university.

The submission will complement and reinforce culture change spurred by the university's implementation of the [Disability Confident scheme](#), EDI Race Action Plan (launching soon) and [Race Equality Charter](#), [Stonewall's UK Workplace Equality Index](#) Action Plan, [Technician Commitment](#), and [University Mental Health Charter](#). It will extend to delivering new interventions alongside harnessing and catalysing existing sector-leading initiatives that contribute to inclusivity and culture at the university, including:

- Eliminating pay gaps pertaining to gender and to 'BAME', disabled and LGBT+ staff and intersectionality;
- [Conducting values-based appraisals](#), including a common objective to support inclusivity, culture change and wellbeing;
- Supporting professional services staff career development;
- Preventing gender-based violence building on the [Women's Network's series of events](#);
- Pioneering allyship and upstanding research, support and development;
- Undertaking [LGBT+ Culture Research](#).

If you have any questions about the Athena Swan Charter, please email [Jonathan Gascoigne](#), Equality, Diversity and Inclusion Manager. If you are interested in preparing a faculty, school, department, other academic sub-unit or directorate submission in future or being involved in a Self-Assessment Team for this purpose, please get in touch.

Stonewall Success!!

Stonewall is recognised as one of the biggest charity organisations in Europe supporting LGBT+ inclusion and diversity and supports the 'lived experience' of individuals that identify as LGBT+ everywhere and within our own University community.

Inclusivity and culture are key strategic priorities of the University 'This is Our Time' Strategy 2022-2030. As a long-standing committed Stonewall Diversity Champion, we have recently heard the outcome of our Stonewall Accreditation Workplace Equality Index submission process. We are both excited and proud to announce the great news that our submission has achieved Gold Award status and we are ranked 75th within the Stonewall's Top 100 Employers Index. We are also ranked 11th in the education sector.

We would like to take this opportunity to say 'a huge thank you' to all colleagues that have been involved in the Stonewall Steering Group as a university-wide collaboration to achieve this significant step. The core submission group will be meeting with our Stonewall Client Manager in March to hear feedback regarding our submission and the related benchmarking exercise carried out by Stonewall. This will provide a clearer understanding of the priorities to include in our Stonewall Action Plan to

[Contact us](#)

Follow us



Staff Networks and Community

Are you interested in joining any of our staff networks or community? If you would like to find out more, please see the links below:

[BAME Staff Network](#)

[Disabled Staff Network](#)

[LGBT+ Staff Community](#)

[Women's Staff Network](#)

Farewell and Welcome

We say goodbye and good luck to Stacey Kigonya Nankya who leaves us for pastures new.

We welcome Ayten Ozzagli, Arnaud Bilquez and Tessa Thorpe-George to our HR Recruitment Team and Natalie Sylvain to our HR Operations Team.

Lucy Franke joins us as an HR People Partner working with the Faculty of Business.

We also say a big welcome back to Sophie Maguire who returns to us following her maternity leave, she joins our HR Operations Team.

Updating Your Personal Data

A reminder to all employees; please check your personal data in Horizon regularly and keep this up to date. You can change your address, emergency contacts and qualifications. You can also amend data relating to protected characteristics.

Guidance on how to access the system and use the self service functionality can be found [here](#).

understanding of the priorities to include in our Stonewall Action Plan to develop and build on this success, enabling us to further support the 'lived experiences' of our LGBT+ colleagues within our community and continue to reduce inequalities through this accreditation process.

Congratulations, well done to everyone involved in this considerable achievement!!

Gender Pay Gap Report

In line with Government legislation our 2021 Gender Pay Report will be published by 30 March 2022, and for the first time will incorporate a snapshot of other protected characteristic data including: - BAME, Disability, LGBT+ alongside Gender. We will join just 2% of other Higher Education Institutions in the UK to report on all four key pay gaps.



Striving to achieve and deliver sector leading EDI initiatives remains at the heart of everything we do at Greenwich as part of our commitment to becoming the best modern university by 2030. We aim to create a culture, which enables individuals to reach their potential, promotes a supportive environment and ensures all members of our community have their contribution fully recognised and remunerated on an equal basis.

Our collaboration with GapSquared, a specialist third party consultancy, is providing us with a richer understanding of the factors influencing our pay gaps. We continue to monitor, review and implement strategies and initiatives to close all pay gaps. Our ambition of no gender pay gap by 2030 and to have closure within the same timescale for the other protected characteristic pay gaps remains a key priority.

HR Policy Engagement Project

In January we were pleased to announce that the HR Directorate and Communications and Recruitment Directorate had embarked on a collaborative project to engage staff in the redevelopment of the university's core HR policies – the **HR Policy Engagement Project**.

This project is an opportunity for staff from across the university, from all levels to be empowered to innovate in a way that makes a difference.

Staff were invited to volunteer to take part in the first sessions on 9th February to consider Sickness Absence and Wellbeing and Capability and Poor Performance policies. The response and the uptake of these sessions was incredibly positive and in fact we were oversubscribed – a good sign that this engagement project was off to a great start.

Future sessions will be scheduled to consider a further four core HR policies and further details will be sent in due course:

- Probation;
- Disciplinary;
- Resolution Framework (to replace traditional Grievance and Bullying and Harassment policies);
- Reasonable Adjustment Policy.

If you have any questions about this project please contact [Rob Morris](#), Head of Employee Relations or [Vanessa Roots](#), Senior HR Policy Officer.

Vacancy Communication with Absent Staff

If managers have a reportee who is absent due to maternity leave, shared parental leave, sickness, sabbatical or any other reason, please ensure that you bring all vacancy bulletins to their attention.

This is of particular importance where an opportunity arises within your own department.

Reminder

Keeping-in-Touch (KIT) Days – Guidance for Managers

Colleagues on maternity leave may agree to attend training or work for up to 10 days during their maternity leave period, regardless of whether they are full-time or part-time. Suggested uses for Keeping in Touch (KIT) days are:

- updating or refreshing knowledge and skills;
- maintaining or establishing key relationships with colleagues or external contacts;
- keeping up to date with any changes in standard operating procedures, policies or new ways of working;
- continued input into important projects.

KIT days are voluntary and should be agreed by both the employee and manager. A KIT date cannot take place outside of standard working hours of Monday – Friday 9am to 5pm. Any work carried out on a KIT day will constitute one KIT day for these purposes regardless of how many hours you work. KIT days which are untaken will be lost; they cannot be carried forward and are not additional to annual leave.

Line managers must inform their HR Operations Officer as soon as a KIT day has been taken, in order for a payment to be made.

Further information on KIT days can be found [here](#).

Aurora Launch Event

Following the communication at the end of 2021 for colleagues to apply for the Advance HE Aurora programme 2021-22, we were once again oversubscribed, and the shortlisting panel sat at the end of January 2022.

Following the panel, 11 colleagues were shortlisted and were invited to attend an online internal launch event along with their mentors on Monday 7 February.

It was an uplifting event with several inspiring talks: The Vice Chancellor, Professor Jane Harrington shared some of her leadership journey with the group and how important it is to be your authentic self when leading at all levels.

We were all inspired by two previous participants of the programme: Franziska Sohns, Senior Lecturer in International Business and Tasnim Ali, Student Recruitment Operations Manager who shared their background, personal experiences of Aurora and hints and tips to help the new cohort get the most out of the development programme.

Good luck to all the Aurora participants when they start the programme in early March.

University Mental Health Day 2022

Look out for activities in the first week of March to mark University Mental Health Day

University Mental Health Day (UMHD) is on Thursday 3 March 2022 and brings together those working in higher education to make mental health a university-wide priority, creating ongoing, year-round change to the future of student and staff mental health.



Here at Greenwich, mental health and wellbeing are core to the university. We recognise that mental health is key to successfully navigating our day-to-day work, relationships, and time with colleagues, family and friends. Being mentally well is integral to our wellbeing, enabling us to thrive and succeed. To mark UMHD here at Greenwich, activities will be taking place during the first week of March – so keep an eye out for further communications, and get involved where you can.

Mental health and wellbeing support:

The university has robust support for staff and students and we want to ensure that this is utilised by anyone who needs it. For staff, [Confidential Care](#) is an independent, free and completely confidential advice service, run by CiC, which is available to you and your family members. From management challenges at work to relationship difficulties at home, from legal problems to family dilemmas, they are only a phone-call away.

The service – known as an 'Employee Assistance Programme (EAP)' – is staffed by a range of highly experienced consultants, including counsellors, solicitors and financial experts, all qualified to give you clear, relevant guidance on the challenges you face. Counselling is one of the forms of support that is available (up to six sessions), which you can access by phoning the helpline: 0800 085 1376.

Find out more at: www.well-online.co.uk

username: Greenwichlogin password: wellbeing

Email: assist@cic-eap.co.uk