

## 2025-26 EDI priorities for Department of Civil and Environmental Engineering, submitted by Tim Gordon

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1. Improve gender balance among students and staff	Gender	<ul style="list-style-type: none"> <li>- Department funded undergraduate scholarships for females.</li> <li>- Events targeted at secondary school female students</li> </ul>	Despite efforts, the department has not seen the desired increase in the number of female undergraduate students.	UG Education Manager / Admissions tutor / HOD	2024 - 2026	25% increase in number of female offer holders who accept
2. Improve satisfaction rates amongst female academics on decisions about appointments	Career Development	<ul style="list-style-type: none"> <li>- Recommend sections to have min 20% of applicants and short-listed candidates to be female.</li> <li>- Targeted advertising to women in engineering groups</li> <li>- Ensure recruitment panels have at least one woman per panel for academic staff,</li> </ul>	There is a perception among female academic and research staff that career progression is affected by gender.	EDDC committee, Heads of sections, Chairs of appointment panel	2024-2026	<ul style="list-style-type: none"> <li>- Target minimum 25% of academic and research staff applicants to be female, in line with national data on % of female staff in civil engineering departments.</li> <li>- 100% of recruitment panels up to date with training i.e. unconscious bias etc</li> </ul>
3. Improve satisfaction rates on workload distribution	Workload Allocation and Work-Life Balance	<ul style="list-style-type: none"> <li>- Finalise the workload model to manage workload allocation; show staff the progress with supporting workloads and take feedback into account.</li> <li>- Promote activities and ideas for work-life balance through Department newsletter and staff intranet + staff support leaflet to signpost college resources</li> </ul>	<ul style="list-style-type: none"> <li>- Only 30% of staff agree that workloads are allocated fairly.</li> <li>- Manageability: Only 55% of staff feel their current workload is manageable, with particularly low satisfaction among female academics and professional services staff.</li> </ul>	Workload model champion	2024-2026	Improved response to workload question on next staff survey; targeting more than 50% agree that workloads are allocated transparently.

4. Improve mental health support and lower bully and harassment concerns	Staff Well-Being	<ul style="list-style-type: none"> <li>- Continue to update staff support documents about resources available to address bullying and harassment; make reporting of bullying and harassment easier.</li> <li>- Continue to include mental health alongside safety as a standing item on DMC agenda.</li> <li>- Mental health awareness training for staff with line management responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>- There is a low level of satisfaction regarding mental health and well-being support.</li> <li>- Bullying and Harassment: While overall responses to bullying and harassment-related questions are positive, there are still concerns among professional services staff and female researchers about discrimination.</li> </ul>	Chair of EDDC committee / HR Administrator	2024-2026	Target outcome in next staff survey: Further reduction in % of staff who have witnessed/experienced bullying
5. Improve working relationships between staff in different academic sections and job categories	Departmental Communications	<ul style="list-style-type: none"> <li>- Prepare staff organisational diagram, including pictures of staff – to be hosted on website and made available to new staff.</li> <li>- Profile different people in the Department newsletter and website: Get them to explain their role/work/background - Regular staff (research, academic, technical and support staff) profiles to appear on website and newsletter, ensuring staff categories, gender, and ethnic diversity in profiles.</li> </ul>	<ul style="list-style-type: none"> <li>- There is a need to improve working relationships between staff in different academic sections and job categories.</li> <li>- Sense of Belonging: Only 49% of staff feel that people really care about them in the department, indicating a need to improve the sense of cohesiveness and belonging.</li> </ul>	EDDC Administrator / Communications manager	2024-2026	<ul style="list-style-type: none"> <li>- Target outcome: at least 10% improvement in staff survey results in 2025 on questions related to working relationships across job categories and belonging within the department</li> <li>- Target outcome: at least 10% improvement in staff survey results in 2025 on questions related to working relationships within the Department and being appreciated.</li> </ul>