

Annual Equality, Diversity and Inclusion Report.

2017–2018

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Executive Summary

The University remains committed to supporting and developing Equality, Diversity and Inclusion (EDI). As well as meeting our legal obligations, in alignment with the Equality Act 2010 and related Public Sector Equality Duty (PSED), we seek to adopt good practice in providing an environment where all our students and staff feel welcome and can fulfil their potential.

This report summarises some of the key work, which has been delivered in terms of Equality, Diversity and Inclusion during the academic year 2017-18. It also provides an overview of both staff and student diversity data.

The EDI steering group oversees the EDI agenda across the University and is responsible for ensuring that any issues identified in this report are allocated to the correct individual or committee and addressed effectively.

A number of key EDI activities and achievements have been highlighted and include:

- An EDI Plan
- Equal Pay Audit
- Gender Pay Gap Report as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- Unconscious Bias Training
- Mental Health Festival

The EDI steering group agrees a programme of events and activities to raise awareness of a range of equality issues and examples are included in the following section. Appendix 3 details the activities scheduled for 2018-19.

In respect of equality data for staff and students, we perform well against the sector in terms of the number of staff declaring a disability and the collection of data for staff and students regarding sexual orientation (UoC blank response stand at 0.28% vs the UK Sector at 21.8%), gender re-assignment and religion/belief. The percentage of students achieving a 1st or 2:1 degree has increased across tracked characteristics, as has the number of students who continue into employment or further study. Our gender pay gap is significantly below the sector norms. However, there are some areas of potential concern:

- Number of students who identify as BME is approximately 11% less than the sector
- Student retention has decreased by approximately 1%
- Staff who identify as BME is approximately 6% less than the sector

While the EDI steering group has an overview of the equality data and monitors progress in addressing and improving these issues, there are specific groups and action plans in place to focus on both staff and student issues. The concerns around student attainment are being monitored by, and are addressed via, Heads of Department through the Student Success and Quality Assurance Committee.

Staff recruitment issues are monitored within HR and are addressed by the Director of Student and Staff Services via an action plan developed as part of our commitment to the Athena SWAN principles (e.g. unconscious bias training for recruitment panel members) and the HR Excellence in Research action plan (e.g. work around job descriptions and person specifications).

Key Activities and Achievements 2017 – 2018

EDI Plan and Objectives

The EDI plan and related objectives were developed in 2017 and will continue to be monitored. These align closely with the university strategy and AOP.

Athena Swan Institutional Bronze Submission

An action plan has been created to help identify areas, which require greater attention. The plan focuses on the capture and analysis of data and the delivery of increased awareness of diversity issues. We remain committed to the Athena Swan principles and continue to embed these.

Mental Health Festival

A two-day Festival of Mental Health was held at the Lancaster campus aimed at raising awareness across the student and staff body of mental health and wellbeing matters. The festival included various activities for staff, students and the community including Rob Gee performing his award winning play "Forget Me Not" (An Alzheimer's Whodunit). It was estimated that 343 people attended the event across the two days.

Mental Health and Wellbeing Conferences

Five successful conference events took place during February and March at Lancaster, Fusehill Street, Ambleside, Brampton Road and London campuses. A mix of approximately 200 staff and students attended the events, at which a fantastic range of internal and external experts, practitioners and individual speakers presented on topics to raise awareness of mental health and wellbeing. Examples of the topics covered were better health at work, mindfulness, the benefits of exercise on wellbeing and suicide awareness. Through these informative and engaging sessions, our speakers shared their knowledge, expertise and for some, their personal experiences of dealing with mental health and wellbeing issues.

The Family Friendly Policy

This is regularly reviewed by HR, members of the university's management team and the recognised trade union representatives. Any recent and relevant legislation changes will be applied and benchmarking data of sector and local employers is collated to ensure we continue to follow best practice in respect of leave and pay.

Equal Pay Audit

We are committed to completing this every 2 years and publishing the reports on the university website. It provides a statistical analysis that enables the university to ensure that equal pay is provided for 'like work' in accordance with JNCHES guidance. The 2019 audit is currently being undertaken and will provide discussion points for the EDI Steering Group to monitor and drive any required change.

Gender Pay Gap

An analysis of our pay gap data was carried out and the results and explanatory report published on the website and on the relevant Government website in March 2018. This showed:

- a mean gender pay gap of 11.8% - lower for women (compared to 18.3% for the UK HE Sector) and
- a median gender pay gap of 8% - lower for women (compared to 13.7% for the UK HE Sector)

This analysis is to be repeated annually and published each March.

Trans Awareness Training

Internal training has been developed and delivered at Lancaster, Fusehill Street and London campuses, to raise general awareness around support and guidance for Trans staff and students. Updated guidance from ECU is also accessible on the university website. Feedback is taken to the EDI Steering Group as an agenda item to discuss next steps.

On-Line Training for Staff

An improved on-line portal has been developed, which provides easy access to all on-line materials. A new module covering unconscious bias was introduced in November 2018. Completion levels for all staff are monitored and action is taken as necessary.

Exit Interviews

The exit interview process has been reviewed. The process now involves a face to face meeting with one of the HR Business Partners and a number of specific questions are asked in relation to the university's approach to diversity.

All staff departures since August 2018 have been invited to contribute to the amended process.

Improvements in Data Quality

Staff with unknown values recorded against their protected characteristics were individually contacted and invited to update their records via their MyHR employee self-service portal.

World Aids Day Event

An event around Women and HIV, including a series of talks, took place in

November 2018 at the Fusehill Campus. The event marked World Aids Day and focussed on women as a group, to raise awareness about the international response to the HIV epidemic specifically to women.

Cumbria Pride

The Brampton Road Campus hosted this year's annual event, which was sponsored and supported by the university. This included a range of activities from charity and information stalls, to circus skills, live music and refreshments.

Equality Data Summary

Student Data

This data has been provided by the Student and Academic Administration Service and is based on the student HESA return for 2017/18.

Student Profile (Appendix 1, p6-p8)

The HE sector data is obtained from the Equality Challenge Unit report – "2018 HE Stats Report Students". The data is available in Appendix 1, but a summary of this data is highlighted in the following points:

- **UoC has approximately 10% more female students than the sector average, which can be attributed to delivering courses that typically attract a high female population such as nursing and education.**
- **Disability numbers reflect the sector.**
- **BME numbers are lower than the sector at 11.46% vs 22.7%.**
- **Sexual orientation is difficult to compare against the sector as there is 21.8% of blank returns sector wide. UoC data collection is strong in this field with only 0.28% of data not receiving a response.**

Staff Data

This data is based on the staff HESA return for 2017/18 and other data held within the HR/Payroll systems.

Staff Profile (Appendix 2, p9-p13)

The HE sector data is obtained from the Equality Challenge Unit report – "2018 HE Stats Report Staff". The data is available in Appendix 2, but a summary of this data is highlighted in the following points:

- **UoC has approximately 10% more female staff members than the sector.**
- **BME numbers are lower than the sector at 3.19% vs 9.4%.**
- **Possible cause for concern in the transference of BME job applicants between the application, shortlisted and offered stages.**
- **Exit interviews show a positive response to equality issues.**

Appendix 1 – Student data 2017-18

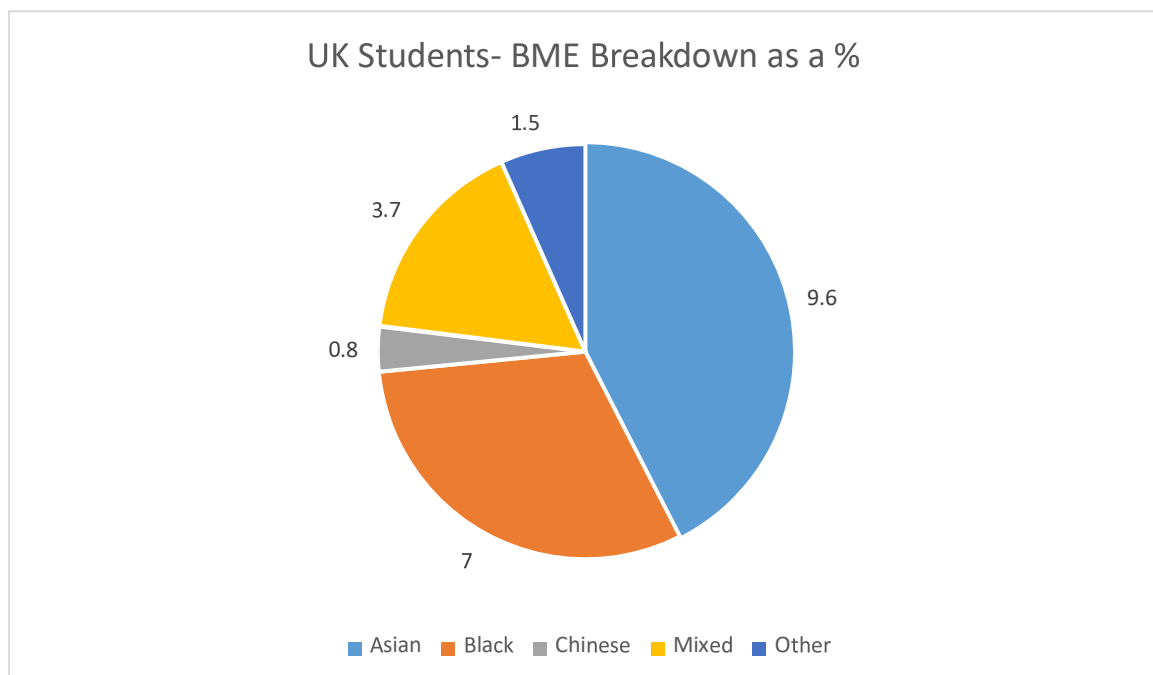
Student Profile and compared to the UK sector

Gender	All Students UoC		UK HE Sector
	%	Number	%
Female	67.89%	5148	56.7%
Male	32.01%	2427	43.3%
Other	0.09%	7	n/a
Total		7582	

Disability	All Students UoC		UK HE Sector
	%	Number	%
Disabled	14.5%	1102	12%
Not disabled	85.5%	6480	88%
Total		7582	

Ethnicity	All Students UoC		UK HE Sector
	%	Number	%
BME*	11.46%	869	22.7%
White	87.56%	6639	77.3%
Unknown or info refused	0.97	74	1.6%
Total		7582	

*Black and Minority Ethnic – includes all categories other than white



*White makes up the remaining 77.3% as detailed in the above table on Ethnicity data.

Age*	All students UoC	
	%	
18-20	19.8	1501
21-24	32.34	2452
25-29	14.8	1122
30+	33	2502
Unknown	0.07	5
Total		7582

*Comparable UK HE sector not available

Sexual orientation	All Students UoC		UK HE Sector
	%	Number	%
Heterosexual	85.57%	6488	65.6%
Info refused	6.73%	510	7.8%
Bisexual	3.35%	254	2%
Gay woman/lesbia	1.54%	117	0.6%
Gay man	1.46%	111	1.1%
Other	1.07%	81	1.2%
Blank	0.28%	21	21.8%
Total		7582	

Gender re-assignment	All Students UoC		UK HE Sector
	%	Number	%
Do you identify with the same gender you were assigned at birth?	99.5%	7544	48.2%
Yes			
Do you identify with the same gender you were assigned at birth?	0.5%	38	2.4%
No			
Info refused			2.5%
Blank			46.9%
Total		7582	

Student Retention and Attainment

	Retention		2:1 and 1 st Degree Classifications		Employment / Further Study Rates	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
Male	90.1%	90.7%	56.2%	62.7%	93.0%	96.6%
Female	92.6%	90.6%	63.2%	69.4%	96.4%	97.2%
Disability	93.7%	93.0%	56.2%	66.1%	91.6%	96.1%
No Disability	91.5%	90.4%	61.9%	67.6%	95.8%	97.1%
White	91.9%	90.3%	62.0%	68.6%	95.5%	97.2%
BME	91.1%	89.0%	52.3%	60.5%	92.7%	95.8%
Uni Avg	91.8%	90.7%	61.1%	67.5%	95.3%	97.0%

Appendix 2 - Staff data

Category		Head Count	% of total
Contract Type	Full Time	599	42.72%
	Part Time	803	57.27%
Sex			
Sex	Male	419	34.29%
	Female	803	65.71%
Ethnicity			
Ethnicity	White	954	92.71%
	Black or Minority Ethnic	39	3.19%
	Not Known	36	3.5%
Disability			
Disability	Disability	96	9.33%
	No Disability	879	85.42%
	Not known	54	5.25%
Sexual Orientatio			
Sexual Orientatio	Heterosexual	1007	81.94%
	Bisexual	19	1.55%
	Gay	20	1.63%
	Lesbian	10	0.81%
	Other	0	0%
	Prefer not to say/info refused	173	14.08%
	Not known	0	0%

Staff equality data compared to HE sector

Equality Characteristic		UoC	UK HE Sector
Disability	Staff declaring a disability	9.33%	4.7%
	Non-disabled staff	85.42%	92.5%
	Not Known	5.25%	2.8%
Sex			
Sex	Female	65.71%	54.2%
	Male	34.29%	45.8%
Ethnicity			
Ethnicity	BME	3.19%	9.4%
	White	92.71%	90.6%
	Not known	3.5%	5.4%
Sexual orientation			
Sexual orientation	Heterosexual	81.94%	46.2%
	Bisexual	1.55%	0.7%
	Gay	1.63%	1.2%
	Lesbian	0.81%	0.6%
	Other	0%	0.5%
	Prefer not to say /Info refused	14.08%	12.3%
	Not Known	0%	38.5%
Religion or belief			
Religion or belief	Christian	44.43%	18.2%
	Spiritual	1.87%	0.5%
	Muslim	1.46%	1.5%
	Buddhist	0.57%	0.5%
	Hindu	0.04	0.9%
	Jewish	0.08%	0.3%
	Other	1.79%	
	No religion	37.18%	24.1%
	Prefer not to say/Info refused	12.04%	12.4%
	Not Known	0%	37.1%

Staff recruitment – Job applications, shortlisted and offered

Gender	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
Female	1084	63.10%	389	66.95%	120	69.36%
Male	633	36.85%	192	33.05%	53	30.64%
Other	1	0.06%	0	0.00%	0	0.00%
Grand Total	1718	100%	581	100%	173	100%

Disability	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
Yes	126	7.33%	50	8.61%	9	5.20%
No	1372	79.86%	460	79.17%	146	84.39%
Prefer not to say	220	12.81%	71	12.22%	18	10.40%
Grand Total	1718	100%	581	100%	173	100%

Religion	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
Non-Religious	809	47.09%	279	48.02%	77	44.51%
Religious	821	47.79%	270	46.47%	86	49.71%
Prefer not to say	88	5.12%	32	5.51%	10	5.78%
Grand Total	1718	100%	581	100%	173	100%

Sexuality	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
LGB+	106	6.17%	31	5.34%	13	7.51%
Heterosexual	1505	87.60%	505	86.92%	145	83.82%
Prefer not to say	107	6.23%	45	7.75%	15	8.67%
Grand Total	1718	100%	581	100%	173	100%

EDI Training

EDI training is provided for all new starters (including individuals who have 're-joined' UoC). The table below relates to the 117 new starters between 1st September 2017 and 31st August 2018 and highlights the percentage who completed their related tailored training. It is expected that Academic staff complete the Learning and Teaching module and Professional Services complete the Workplace training module.

	Equality and Diversity Learning and Teaching Training Only	Equality and Diversity Workplace Training Only	Completed both modules	Did not complete any training
Academic staff	21.3% (10)	10.6% (5)	2.1% (1)	66% (31)
Professional Services Staff	2.9% (2)	28.6% (20)	2.9% (2)	65.7% (46)

The take up of on-line training across all modules is currently low and an action plan is being developed to address this.

Exit Interviews

As part of our Athena Swan commitments, equality issues are being explored during exit interviews. The following findings from August – December 2018 were highlighted from a pool of 20 individuals (certain questions were unanswered):

- When asked if the individual felt that the University was interested in their wellbeing, 2 people strongly agreed, 12 agreed, 4 disagreed and 1 strongly disagreed.

- When asked if there was a good work-life balance, 5 people strongly agreed, 10 agreed, 4 disagreed and 1 strongly disagreed.

Individuals were also asked if there was any dissatisfaction with the following equality issues that may have influenced their decision to leave:

Equality issue	Yes	No	N/A
Flexible working	2	16	2
Maternity		17	3
Timing of meeting or social gathering	1	17	2
Trans / gender reassignment		17	3
Childcare support	1	16	3
Caring responsibility or support	2	14	4

Appendix 3 – EDI events for 2018 – 19.

A number of events and activities to raise awareness of EDI issues have been organised and agreed by the EDI steering group. Monthly events have been arranged across a range of equality areas in order to promote EDI and to support the vibrancy agenda.

The table below outlines the particular activities completed so far.

Date	Event	Particular activities undertaken to support the specific event
Sept 18	Football with a fizz	UoC Active in collaboration with the Cumberland FA.
Sept 18	Cumbria Pride	Brampton Road Campus hosted Cumbria Pride, which included a range of activities to support our local LGBTQ+ community, which further demonstrates the University's commitment as a Stonewall Champion.
Oct 18	Black History Month	AWAZ Cumbria delivered talks around local BME history, linking in with SU and the Kinship project.
Oct 18	World Mental Health Day	A 2-day festival of Mental Health was held at the Lancaster campus, which included Rob Gee performing his award winning play "Forget Me Not" (An Alzheimer's Whodunit). This was followed

		by a dementia related discussion workshop.
Nov 18	Trans Day of Remembrance	Library displays were created UoC wide to highlight this date and raise awareness in alignment with our Stonewall Champion commitments. Internal Trans awareness training was also held to coincide with this date to enable staff to better support trans staff and students, resulting in an improved culture and more positive experiences.
Dec 18	World Aids Day	Fusehill Street hosted an event entitled "Women and HIV", raising awareness in this field and strengthening the link between academia and the wider community
Jan 19	Holocaust Memorial Day (HMD)	Library displays were created UoC wide to highlight this day and raise awareness of the key theme of "Torn from home". AWAZ Cumbria hosted an exhibition at the Fusehill campus and a led on a collaborative event, alongside UoC, Cumbria Police and the CPS. The demographic of the attendees was very diverse, with discussions covering issues faced by our local multi-cultural society, as well as global concerns.
Feb 19	LGBT History Month	Library stands were created to raise awareness, with the rainbow flag flying at Lancaster and internal Trans awareness sessions running again to coincide with this key date and our Stonewall commitment including developing links with local LGBT charities and organisations.

Events planned for the future include:

March 19 International Women's Day

Highlight internal role models, success stories and signpost colleagues to external events via the Friday Global to support the theme of #BalanceforBetter.

April 19 World Autism Day

Library stands to raise awareness at each campus.

Highlight progress around the Triple A project and related research.

Raise awareness of UoC's Autism course.

April 19 Mental Health Awareness Session (specific to London campus)

Internal session for staff offering support and awareness raising, to improve the pastoral care for our current and future London students.

May 19 IDAHOT Day

Revisit the tree of hopes and dreams, developing links with local equality organisations to further support our Stonewall commitments.

June 19 Lancaster Pride

Link to IDAHOT Day and raise awareness of the event to staff and students on 22nd June developing our Stonewall commitments and relationships with local networks.

July 19 London Pride

Raise awareness of the event to staff and students on 6th July alongside, developing our Stonewall commitments and relationships with local networks.