



Inclusivity 2020 Single Equality Scheme 2016-2020

"At UWE Bristol, we passionately believe in inclusivity and opportunity for all students, staff and the wider community. We recognise the key role education has in helping transform society, to the benefit of all individuals and communities. As a University, we place considerable value on the diversity of our student body and this is increasingly reflected in the diversity of our staff. This diversity brings significant benefits to the University, greatly enriching our learning and working environment and through this Scheme we will see this continue to grow.

At UWE Bristol, we aim to offer opportunities to our students and staff that will enable them to develop the skills and knowledge to thrive in their lives, regardless of age, disability, gender, gender identity, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation.

As Vice-Chancellor, I am deeply proud of our goal to achieve a university community free from discrimination, where all students and staff treat each other with respect and can reach their full potential."

Steve West, Vice-Chancellor

"UWE Bristol and The Students' Union strive to work in partnership to achieve our joint target which is inclusivity and diversity for all our students and the wider community. This includes different elements such as BME attainment, learning, support, a voice and a positive experience for all students. The Students' Union works on providing something for every student and making all that we do as accessible as possible. Our commitment to this Scheme enables our students to Join In, Speak Up and Be More."

Ahmd Emara, President, The Students' Union 2016-17

1 Introduction

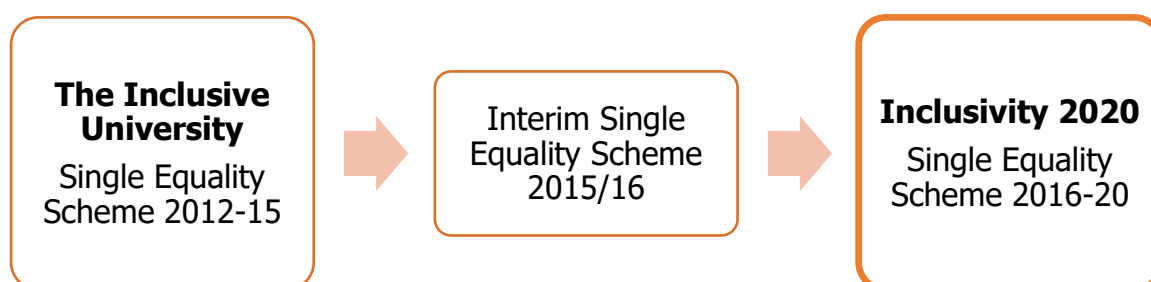
This document sets out the UWE Bristol Single Equality Scheme ('SES') for the period 2016-2020, named **Inclusivity 2020**. It is set within the context of UWE Bristol's values and ambitions as articulated in the 2020 Strategy, and it sets out the University's approach to embedding equality and diversity through inclusive practice.

The Scheme and accompanying Equality Objectives cover all aspects of the life and work of the University: as a place of teaching and learning, as a place of research and knowledge exchange, as an employer and as a partner working with and within local, national and international communities. It brings together and builds on our previous equality Schemes and sets out our equality objectives.

The Scheme and Equality Objectives describe the ways in which UWE Bristol seeks to provide an inclusive and supportive environment for all. We aim to meet individual needs as well as embedding inclusivity in our strategic and day-to-day activities. From time to time, UWE Bristol also seeks external accreditations, to help us identify and work on specific equality and diversity gaps. Doing so also allows us to recognise, celebrate and share good practice.

The Scheme reinforces and restates our commitment to Equality Objectives for the next four years. These objectives are designed to ensure that equality and diversity are embedded in everything we do. Our equality objectives for the next four years respond to, and exceed, the reporting requirements of the Equality Act 2010.

2 Organisational context



The Inclusive University: UWE Bristol's Single Equality Scheme 2012-15

Inclusivity 2020 builds on the successes of 'The Inclusive University,' the completed Single Equality Scheme 2012-15. The impact of the 2012-15 Scheme is

explored in the report '*Measuring the Impact*' which can be found on the Equality and Diversity pages of the UWE Bristol website [here](#).

The period 2012-15 saw:

- many positive impacts which moved equality metrics in the right direction;
- some actions which need further attention, for example building on the positive increase in female staff in the top 5% of earners;
- a few metrics that moved in the wrong direction, for example the gap in student withdrawal for black and minority ethnic ('BME') students and disabled students both increased in the period 2012-15.

The 2012-15 Single Equality Scheme ('SES') was followed by a one year interim SES, to span the gap of 2015/16 prior to the launch of this four-year Scheme, **Inclusivity 2020**, in autumn 2016. Inclusivity 2020 was designed in consideration of impacts and gaps from these two previous Single Equality Schemes, and following engagement with a wide variety of stakeholders.

UWE Bristol 2020 Strategy

The aims and objectives of the Scheme and Action Plan have been developed while working with UWE Bristol's strategic programme teams. Key Metrics (see Appendix 2) support those used by strategic teams in their own planning and project implementation.

Joint working with strategic teams during the development process of **Inclusivity 2020** has already had positive outcomes. Through Equality Engagement Events and via Equality Analyses, students and staff from equality groups have engaged with the major strategic programmes during their planning stages. UWE Bristol is already seeing more inclusive outcomes from its strategic programmes as a result.

The Scheme is underpinned by UWE Bristol's¹ ambitions and values:

Ambition: To be a university recognised for the success and impact of our professionally-recognised and practice-oriented programmes; our strong industry networks and connections; our agile ways of working; and our **inclusive** and global outlook and approach.

Value 'Inclusive': We invest in making UWE Bristol a supportive and inspiring place to learn and work – somewhere where diversity of experience

¹ Striding forward with confidence. UWE Bristol 2020 Strategy, updated 2016.

and perspective is encouraged, and learning and research is accessible to as many people as possible.

Access to Higher Education

The UWE Bristol Access Agreement 2017/18 places emphasis on a programme of access, retention, success and employment measures for target groups including:

- Mature students (including Access to Higher Education learners);
- Disabled students;
- Black and Minority Ethnic students;
- Students from Low Participation Neighbourhoods;
- Care leavers;

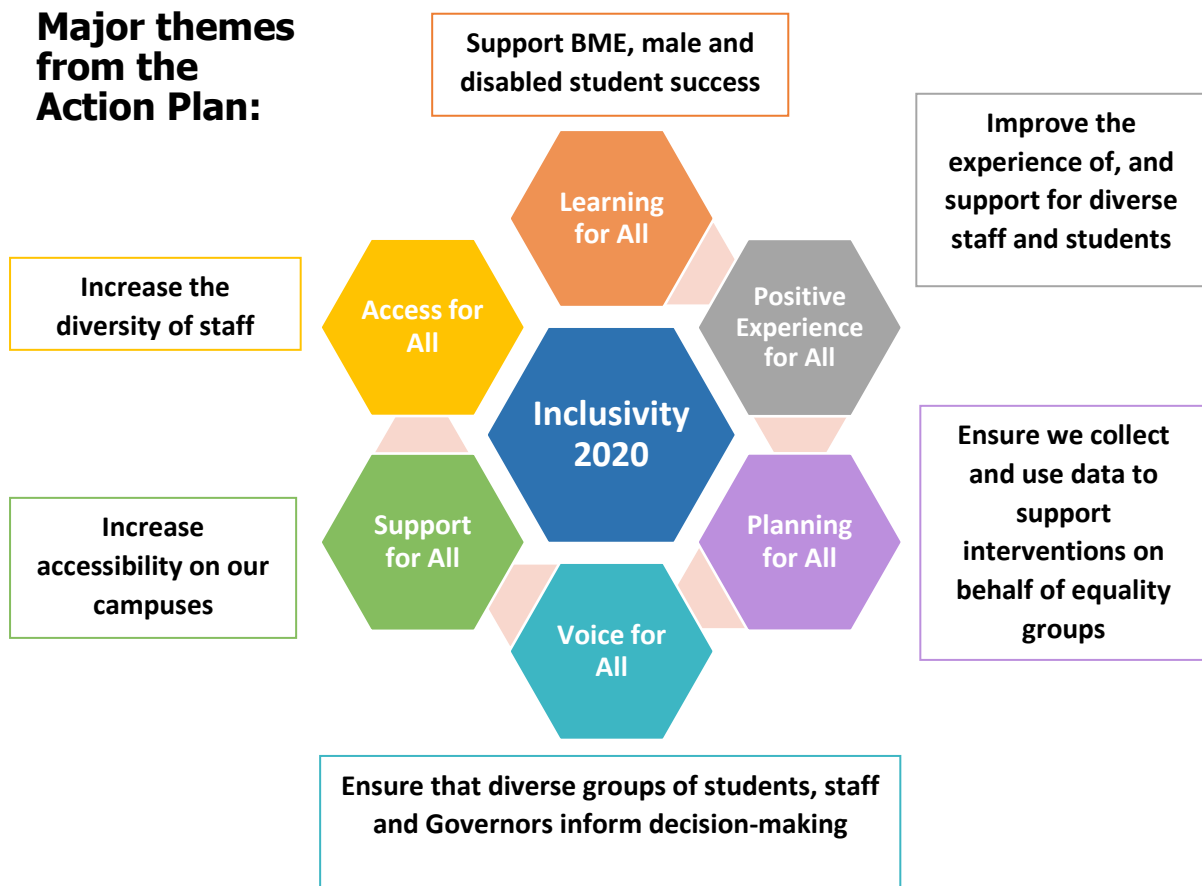
The Access Agreement complements **Inclusivity 2020**, and supports the achievement of many of the Scheme's objectives.

3 Equality Objectives and high-level aims of the Single Equality Scheme

These **high-level Equality Objectives** are at the heart of **Inclusivity 2020** and drive all of the actions in the Scheme.

Student attainment	each equality group to have as good an outcome as others
Staff perceptions	each equality group to have as good an outcome as others
Student perceptions	each equality group to have as good an outcome as others
Student and staff recruitment	student and staff populations to match the relevant populations for Bristol/UK
Staff and student progression/promotion	each equality group to have as good an outcome as others

The Scheme is developed around six **high-level Aims**, which were also the basis of our previous Single Equality Scheme and which encompass these six distinct areas of University life:



4 Inclusivity 2020 Action Plan

The Action Plan is a result of extensive University-wide engagement and of collection and analysis of key equality metrics. Please see more detail on both of these in the Engagement Report (Appendix 1) and Key Metrics (Appendix 2).

The Equality Objectives (see Appendix 3) reflect those inclusivity-enhancing activities that are currently known and committed to by various senior owners, and highlights key considerations which will be targeted across the University.

They should not be considered an exhaustive list of all equality and diversity activity planned across the University for 2016-2020, as some activities are in an early stage of development, and other essential equality and diversity activities are already embedded as business as usual.

The Inclusivity 2020 Equality Objectives do not take the place of the objectives or action plans of the Campus 2020, Learning 2020, or People and Performance 2020 strategic programmes – instead they have drawn out known considerations from these programmes that have a specific contribution to make to the inclusivity agenda.

Equality Objectives are grouped under each of the six 'For All' areas:

Some highlighted **equality objectives** include:

Learning for All

- Narrow and ultimately eliminate the discrepancy in attainment between BME and white students;
- Build greater staff awareness and competency around inclusive behaviours and practice;

Positive Experience for All

- Improve experience of students and staff from diverse cultures and nationalities;
- Ensure equal staff uptake experience and pay;

Planning for All

- Publish, maintain and make available a consistent set of equality data on students that meets Equality Act 2010 requirements;
- Increase pride in UWE Bristol among students and staff;

Voice for All

- Ensure that new student information system and HR Online inclusively involve/engage with all relevant protected groups in design stage;
- Board of Governors to increase Governor diversity;

Support for All

- Ensure that students with religious observance needs are not disadvantaged;
- Flexible use rooms made known and available to all;

Access for All

- Increase recruitment of LGBT and BME students;
- Increase recruitment of BME staff;
- Ensure campuses are inclusively designed, accessible and easy to navigate.

5 Responsibilities for implementing and monitoring this Scheme

Roles and responsibilities in regard to the governance, leadership and management of the Scheme are set out below:

- The Board of Governors is legally responsible for UWE Bristol meeting its obligations arising from the Equality Act 2010.
- The Deputy Vice-Chancellor/ Chief Operating Officer is the University's Senior Equality and Diversity Champion.
- Faculty and Service executive management teams will receive relevant staff and student data annually to use in developing their annual action plans. They will also plan how best to implement Inclusivity 2020 at a Service or Faculty level. Their progress will be monitored through annual equalities data reports.
- Staff and student representatives will be encouraged to influence this Scheme's roll out and to engage with decision-making through their involvement as members of the Equality and Diversity Forum and other groups, and through participating in Equality Analysis consultations and Equality Engagement Events.
- The Equality and Diversity Unit is responsible for producing UWE Bristol's Single Equality Scheme, collating quantitative and qualitative equality information, and publishing the annual SES update.

6 Legislative context

As a public sector body, UWE Bristol is required to meet the requirements of equality legislation² outlined below. **Inclusivity 2020** is one of the ways in which UWE Bristol strives to meet, and go beyond its legal equality obligations to:

- eliminate discrimination, harassment, victimisation;

² Section 149 of the Equality Act 2010

- advance equality of opportunity between people who share a protected characteristic³ and those who do not;
- foster good relations between those who share a protected characteristic and those who do not.

7 For further information

If you have comments or suggestions, wish to talk to someone about any aspect of inclusivity including about discrimination, or would prefer to receive this information in an alternative format, please contact the Equality and Diversity Unit:

Room 3L04, Frenchay Campus, UWE Bristol, Coldharbour Lane, BS16 1QY

Telephone: 0117 328 1719

Email: equalityanddiversityunit@uwe.ac.uk

Twitter: @UWEEquality

Facebook: UWEEqualityandDiversity

Appendix 1 **Engagement Report**

Appendix 2 **Key Metrics**

Appendix 3 **Equality Objectives**

Scheme prepared and published by the Equality and Diversity Unit
November 2016

³ These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Appendix 1: Engagement Report for Inclusivity 2020

Internal Engagement

The draft scheme and action plan were developed following engagement with staff and students at UWE Bristol. **One to one meetings, telephone conversations, emails and meetings** with staff and students included:

- University of the West of England Students' Union (UWESU)
- The Equality and Diversity Unit
- Equality and Diversity Forum (EDF)
- HR Senior Managers
- Equality Management Group (EMG)
- Inclusivity 2020 sub-group of EMG
- Head of Governance and Policy
- Head of Facilities
- Head of Student Support and Wellbeing
- HR Online Senior Project Manager
- HR Online Engagement and Change Manager
- Head of Strategy and Executive Services
- Student Policy Case Worker
- Head of Student Experience and Enrichment
- University Coordinating Chaplain
- Representatives of UCU, Unison, and UNITE
- Registration Manager
- Health and Safety Manager
- Internal Communications Manager
- Senior Diversity Champion
- Strategy and Planning Officer
- Learning 2020 Strategic Project Manager
- Academic Lead for Widening Participation: FBL and FET
- Campus Police Officer

The Inclusivity 2020 draft action plan along with Key Metrics and this Engagement Report was put **online to engage** with staff, students, contractors, visitors, local equality groups and members of the public between 26 August and 8 September 2016.

The draft scheme also drew on the engagement which took place for the **Race Equality Charter Mark** submission in 2014-2016; data collection and requirements for the **Athena SWAN charter**, and from the **Stonewall Workplace Equality Index 2015** feedback.

In addition, we received 129 responses from staff and students to **online surveys**, a large improvement on 39 responses to an equivalent survey in 2011.

External engagement

In developing Inclusivity 2020 the Equality and Diversity Unit staff drew upon guidance from the [Equality Challenge Unit](#) and **Equality and Human Rights Commission**,⁴ to ensure that objectives and actions are:

- Integral to UWE Bristol's 2020 Strategy and responses to key legislative changes in the Higher Education sector that will affect representation or lived experience of equalities groups;
- Linked to the Public Sector Equality Duty where appropriate;
- Driven by qualitative and quantitative data, and by staff and student engagement
- Proportionate to our role and size;
- **S**pecific, **M**easurable, **A**chievable, **R**elevant and **T**ime bound (SMART).

And we are ensuring that the Equality Objectives will be published in such a manner that they are accessible to the public.

We also considered the equality objectives of other public sector organisations in developing Inclusivity 2020: [Avon and Somerset Constabulary](#); [University of Bath](#); [University of Bristol](#); [Bristol City Council](#); [Goldsmiths University of London](#); [Kingston University London](#); and [Manchester Metropolitan University](#).

Internal awareness raising and sign-off

While developing and completing the Scheme, members of the Equality and Diversity Unit attended meetings with the following groups:

- Academic Board;
- Strategy 2020 Portfolio Board;
- People and Performance 2020 Operational Programme Board;
- Ways of Working 2020 Strategic Programme Board;
- Masterplanning Comms Group;
- Facilities Executive team; and
- Strategic Programmes Office team.

The purpose of these meetings was two-fold: to ensure their awareness of Inclusivity 2020 and UWE Bristol's diversity targets and Key Performance Indicators and to therefore encourage them to embed these into their programme and project plans.

The final scheme was recommended for sign off by the Board of Governors and the Equality Management Group, and was signed off by the Directorate.

⁴ "Objectives and the Equality Duty: A Guide for Public Authorities", Equality and Human Rights Commission, 2014, ISBN 978-1-84206-559-4

Appendix 2: Key Metrics for Inclusivity 2020

UWE Bristol collects and publishes a wide range of data relating to students and staff. This data has been used to identify the core aims and objectives of Inclusivity 2020 and its action plan. While there is much data* to demonstrate the success of the University in this area, the majority of the evidence below has been specifically identified to address priority areas where action is needed.

	Aim / Objective	Measures	Current: October 2016		Target (2020)
Students	Student recruitment – student populations to meet Access Agreement targets	Student enrolments (home/EU) Age; Disability; Race	Mature students Disabled students BME students	24% 10% 15%	26% 10% 22%
	Student continuation – each equality group to have as good an outcome as others	Percentage continuation at end of 1st year Age; Disability; Gender; Race	Mature students Disabled students Male students BME students	0.6% gap -0.1% gap -1.5% gap -0.3% gap	Reduced differentials
	Student perceptions – each equality group to have as good an experience as others	National Student Survey 2016 – Overall satisfaction Age; Disability; Gender; Race	Mature students Disabled students Male students BME students	-6% gap -4% gap 1% gap 0% gap	Reduced differentials
	Student attainment – each equality group to have as good an outcome as others	Attainment gap (home/EU) Age; Disability; Gender; Race	Mature students Disabled students Male students BME students	-2% gap -3% gap -8% gap -15% gap	Reduced differentials
Staff	Staff recruitment – staff populations to match the relevant populations for Bristol / UK	Staff: representation of equality groups; Disability; Gender; Race	Disabled staff Female staff in top 5% earners BME staff	6.2% 40% 8.2%	9% 50% 16%
	Staff perceptions – each equality group to have as good an experience as others	Staff survey – Employee Engagement Index Disability; Gender; Race	Disabled staff Male staff BME staff	-11% gap -2% gap 6% gap	Reduced differentials
	Staff progression / promotion - each equality group to have as good an outcome as others	Senior management: representation of equality groups; Disability; Gender; Race	Disabled staff Female staff BME staff	9.8% 41% 4.9%	9% 50% 16%

*Gaps' indicate whether equalities groups have better (positive) or poorer (negative) outcomes than non-equalities groups. For example UWE Bristol's [Business Intelligence team](#) reports that 77% of white students and 62% of BME students attain good honours (a 1st or 2:1). And so the 'attainment gap' for BME students is -15 percentage points, that is, 62 minus 77.

2014/15, Home/EU students studying first or sandwich degrees. * The development of Inclusivity 2020 has also identified gaps in data collection that are addressed in the action plan.

Appendix 3: Equality Objectives for Inclusivity 2020

These **high-level equality objectives** are at the heart of **Inclusivity 2020** and drive all the actions in the Scheme:

Student attainment	each equality group to have as good an outcome as others
Staff perceptions	each equality group to have as good an outcome as others
Student perceptions	each equality group to have as good an outcome as others
Student and staff recruitment	student and staff populations to match the relevant populations for Bristol/UK
Staff and student progression/promotion	each equality group to have as good an outcome as others

The Action Plan is a comprehensive collection of highlights from equality and diversity related activity across the university which specifically targets activities to resolve the high-level equality objectives above. Each action is measurable, achievable, relevant, time bound, and linked to appropriate protected characteristics. Each action is assigned to an appropriate action holder within the Institution; the senior leader with ultimate responsibility for the action is also named in the action plan.

The Inclusivity 2020 Action Plan is an internal UWE Bristol document. It is divided into **sections**, with a **summary paragraph** and **relevant equality objectives** under each section:

Section 1: Learning for All

Section Summary: To take full account of the different needs of all students and staff in the development, delivery and assessment of the curriculum. To ensure that all staff have access to learning and development activities.

Relevant equality objectives:

- Narrow and ultimately eliminate the discrepancy in attainment between BME and white students
- Narrow and ultimately eliminate the discrepancy in attainment and graduate employment between disabled and non-disabled students
- Narrow and ultimately eliminate the discrepancy in continuation of disabled, male & BME students
- Regarding 'vulnerable students', ensure academic staff are aware of responsibilities and action that should be taken
- Build greater staff awareness and competency around inclusive behaviours and practices

Section 2: Positive Experience for All

Section Summary: To ensure that UWE's commitment to equality is reflected in behaviour, values and practices throughout the university. To promote a culture where bullying and harassment of any student or member of staff is unacceptable.

Relevant equality objectives:

- All staff and students to be free from harassment and bullying linked to an equality group, and to treat everyone with respect
- Improve experience of disabled staff
- Improve experience of trans staff and students
- Improve experience of lesbian, gay, bisexual and transgender (LGBT) staff
- Improve experience of students and staff from diverse cultures and nationalities
- Ensure equal staff uptake, experience and pay
- Maintain and build on partnership work across the city to take steps to tackle sexual violence and harassment
- Improve the E&D-related knowledge of supply chain partners

Section 3: Planning for All

Section Summary: To underpin all strategy, planning and investment decisions with analysis of equality information.

Relevant equality objectives:

- Publish, maintain and make available a consistent set of equality data on students that meets the requirements of the Equality Act 2010
- Proactively design and evaluate actions to address student recruitment, success and progression by equality group at faculty level
- Increase pride in UWE Bristol among staff and student equality groups

Section 4: Voice for All

Section Summary: To enable staff and students to influence decision making about provision which affects their experiences at UWE Bristol.

Relevant equality objectives:

- To ensure that HR Online delivers inclusivity, as a design principle

- To ensure that Student Information System (SIS) delivers inclusivity, as a design principle
- Strategy 2020 Staff Voice Group to increase representation of equality groups to better reflect diversity of staff body
- Board of Governors to increase the diversity of the Board to better reflect the diversity of staff and student bodies

Section 5: Support for All

Section Summary: To ensure that staff and students have the support they need to allow them to play a full part in the life of the university and fulfil their potential.

Relevant equality objectives:

- Ensure that students are not disadvantaged because of a need to carry out religious observance
- Provide sufficient chaplaincy and pastoral support for all students
- Students and staff able to access flexibly provided rooms offered by each Faculty and Service for a variety of needs

Section 6: Access for All

Section Summary: To ensure that all staff and students have full access to all aspects of university life and are able to fulfil their potential. To attract a more diverse staff and student body which is representative of society.

Relevant equality objectives:

- Increase recruitment of LGBT and BME students and staff; increase the percentage of staff and students who disclose their sexual orientation and gender identity information to the University
- Increase BME staff recruitment
- Increase recruitment of disabled staff
- Increase recruitment of young staff
- Increase female staff progression or recruitment to senior grades
- Ensure campuses are easy to navigate and accessible routes and faith spaces are clearly signposted
- Embed inclusive design principles to new buildings, internal and external spaces at all campuses