

# Inclusivity 2020

Single Equality Scheme 2016–2020

# Strategy 2020

This document, Inclusivity 2020, sets out UWE Bristol's Single Equality Scheme (SES) for the period 2016-2020. It confirms the University's approach to promoting equality and diversity through inclusive practice and it is underpinned by UWE Bristol's Strategy 2020 which states our 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.

**One of five strategic values underpinning the strategy is:**

## **Inclusive**

We invest in making UWE Bristol a supportive and inspiring place to learn and work; somewhere where diversity of experience and perspective is encouraged, and where learning and research are accessible to as many people as possible.



*"At UWE Bristol, we aim to enable our students and staff to develop the skills and knowledge to thrive, regardless of age, disability, gender, gender identity, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation. The Single Equality Scheme is a significant step forward in our drive for inclusivity."*

Professor Steve West  
Vice-Chancellor





# Single Equality Scheme

The Scheme and accompanying action plan 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 action plan 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. UWE Bristol seeks external accreditations, to help us identify and work on specific gaps. This also allows us to recognise, celebrate and share good practice.

Our equality objectives for the next four years respond to, and exceed, the reporting requirements of the Equality Act 2010.

*“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 sure that all that we do is 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



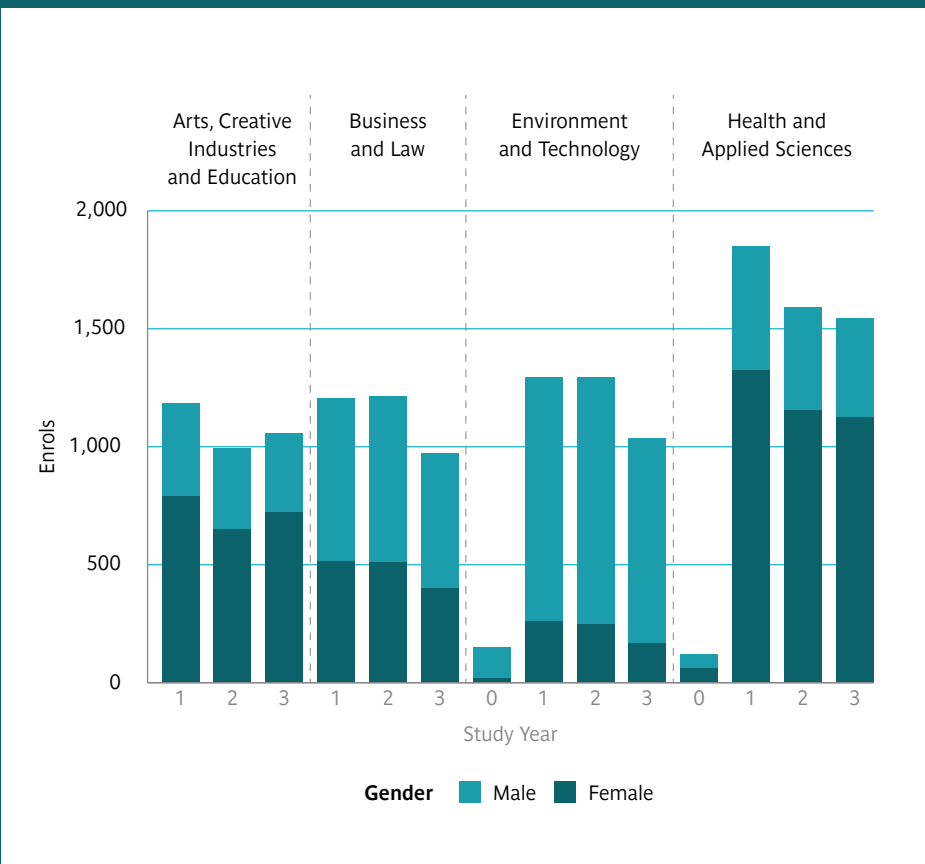
# Equality Objectives

These high-level 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 experience as others.
- Student perceptions—each equality group to have as good an experience 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 nine protected characteristics or equality groups under the Equality Act 2010:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.



At UWE Bristol, we do a number of things to track our progress:

- We publish an annual compendium of staff and student statistics.
- We measure people's lived experience through workshops and surveys.
- The Equality and Diversity Unit reports widely on progress each year.
- Our Faculties and Services report regularly on progress and share best practice at the Equality Management Group.

# Our Aims

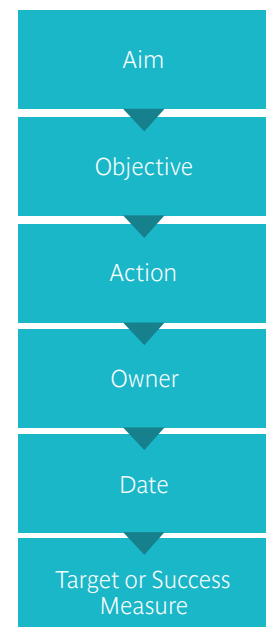
Inclusivity 2020's high-level equality aims encompass these six distinct areas of university life:

- Learning for All
- Positive Experience for All
- Planning for All
- Voice for All
- Support for All
- Access for All

## Action Plan

We've consulted with a wide mix of students and staff and strategic project teams to develop a four year action plan. This will bring together a wide range of planned activity to build upon, and extend, inclusive practices and processes at UWE Bristol.

Over the lifetime of the Scheme, the action plan will address every one of our 'For All' Aims. Each action has an owner, dates, and success measures. The Equality Management Group will monitor the plan, which runs from September 2016 to August 2020.



## The Equality Act 2010

All public bodies, including Higher Education Institutions, are required by the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between diverse groups.

Under the Act, it is unlawful to discriminate on the grounds of the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

UWE Bristol aspires through its Single Equality Scheme, Inclusivity 2020, to meet, and go beyond, our legal compliance requirements. The Scheme describes the ways in which the University seeks to provide an inclusive and supportive environment for all, meeting individual needs and taking account of individual circumstances. It also demonstrates how the University promotes good relations between all staff, students and stakeholders.

## The Bigger Picture

Equality and diversity is the legal responsibility of the Board of Governors. The Deputy Vice-Chancellor/Chief Operating Officer is our Senior Inclusivity Champion and chairs the Equality Management Group (EMG). This is a decision-making body that implements the Single Equality Scheme and is made up of senior managers from all Services and Faculties.

The Equality and Diversity Forum (EDF) is chaired by the Vice-Chancellor and includes representatives from student societies and the Students Union, staff networks, trade unions and other equalities stakeholders. Its role is to be a consultative forum and to advise on UWE policy and practice in regard to equality and diversity issues for students and staff.

The Equality Act 2010 delivers a simple and accessible framework of discrimination law which protects individuals from unfair treatment. The Equality Act, together with the work of our strategic programmes, (Campus 2020, Learning 2020, and People and Performance 2020), our Access Agreement and our Widening Participation Strategy, are at the heart of the Single Equality Scheme (SES).

## The Equality and Diversity Unit

The Equality and Diversity Unit helps UWE Bristol comply with equality legislation and governance mechanisms, pursue specific charter marks, extend equality and diversity awareness and competency across all campuses, and to implement the Single Equality Scheme. This small team supports senior management, staff networks and trade unions, Students' Union leaders and student societies to help build a more inclusive university.

Our responsibilities include:

- Offering students and staff opportunities to influence the University's culture and practices.
- Advancing equality through supporting the 2020 strategic programmes, overseeing equality analyses, and enhancing equality and diversity training.
- Supporting the Equality Management Group (EMG) and Equality and Diversity Forum (EDF), staff networks, Students' Union and student societies in order to improve experiences of students and staff.
- Producing UWE Bristol's Single Equality Scheme, collating equality information, and publishing the annual update.





# Learning for All

UWE Bristol is committed to ensuring that students from each equality group have as good an outcome as others. 'Learning for All' looks at the lower rates of first class and upper second degrees earned by black and minority ethnic and disabled students. It also promotes equality-related learning and development for staff.

Imagine a fully inclusive university –  
what is different in 2020?

*"No gaps in grades due to students' demographics."*

Inclusivity 2020 engagement participant.

*"Staff confident about dealing with diversity."*

Inclusivity 2020 engagement participant.

# 15%

of UWE Bristol students, and 8% of UWE Bristol staff are made up of Black and Minority Ethnic people. By 2020, we hope to be closer to local population demographics of 22% for students and 16% for staff.

UWE Bristol Student Data Analysis  
2014-2015, January 2016.





# Positive Experience for All

'Positive Experience for All' means that the experience of each student and staff equality group should be as good as that of others. We evaluate experiences from the suitability of catering menus to the ability to report a hate incident. We aim to address the different experience of disabled, LGBT and international staff and students, as well as reviewing staff promotion, development and pay.

**10%** | gender pay gap reduction for staff since 2005.

UWE Bristol Staffing Statistics Report, December 2015.

Imagine a fully inclusive university – what is different in 2020?

*"Seeing more visible diversity in senior and middle management, both as role models and as evidence that fair processes are being used."*

Inclusivity 2020 engagement participant.

*"Greater inclusion with and engagement of international students."*

Inclusivity 2020 engagement participant.



**11%** | of UWE Bristol staff are international (non-British)

UWE Bristol Staffing Statistics Report, December 2015.

# Planning for All

UWE Bristol analyses a wide range of data relating to students and staff to identify and address gaps in student or staff recruitment or experience. 'Planning for All' ensures that UWE Bristol's senior teams can act on this information to improve experiences. The new Single Equality Scheme's action plan also focuses on improving our data collection.

Imagine a fully inclusive university – what is different in 2020?

*"Attention is given to all protected characteristics at an equal level of support and financial backing."*

Inclusivity 2020 engagement participant.

*"We are naturally celebrating diversity without being prompted."*

Inclusivity 2020 engagement participant.

# 51%

of disabled staff responded positively, when asked if they would recommend the University as a place to work, in comparison to 68% of non-disabled staff.

2014 staff survey.



# Voice for All

'Voice for All' enables staff and students to influence the decision-making which affects their experience at UWE Bristol. We aim to bring greater diversity to the forums and senior teams that influence strategic university programmes. We've established inclusive design principles to underpin new information systems for students and staff.

Students and staff will be able to declare their protected characteristics on a self-service basis.

Imagine a fully inclusive university – what is different in 2020?

*"Two-way communication channels are open and well-used."*

Inclusivity 2020 engagement participant.

*"Diversity groups are involved from the beginning of discussions regarding new procedures and organisations."*

Inclusivity 2020 engagement participant.





# Support for All

'Support for All' actions in the Scheme 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 to fulfil their potential. This includes suitable pastoral support, and flexible space for religious observance, or for rest or recovery.

Imagine a fully inclusive university – what is different in 2020?

*“Better signage of areas for different groups and people.”*

Inclusivity 2020 engagement participant.

*“Those of faith will be more comfortable in declaring it, if they wish.”*

Inclusivity 2020 engagement participant.



# Access for All

UWE Bristol has a commitment to actively recruit and attract a more diverse staff and student body which is representative of the local area. We also aspire to create campuses which are inclusively designed, accessible and easy to navigate.

Imagine a fully inclusive university – what is different in 2020?

*“We have staff and student populations which better reflects the communities we serve and are part of.”*

Inclusivity 2020 engagement participant.

*“There are no barriers to engaging with and being part of UWE Bristol.”*

Inclusivity 2020 engagement participant.

**40%** of the top earners at UWE Bristol are women while 58% of staff are female.

UWE Bristol Staffing Statistics Report, December 2015.

**6.2%**

of UWE Bristol’s staff population are disabled compared to an HE average of 4.6%.

UWE Bristol Staffing Statistics Report, December 2015 and Equality in Higher Education: Statistical Report 2015 from Equality Challenge Unit.

**15%**

of UWE Bristol students and 8% of UWE Bristol staff are Black and Minority Ethnic people.

UWE Bristol Staffing Statistics Report, December 2015, UWE Bristol Student Data Analysis 2014–2015, and Bristol City Council Community Cohesion Statistics Report, July 2013.



# How you can get involved

At UWE Bristol, we strive to move beyond compliance to a lived experience of inclusivity for all. This requires students on all campuses and programmes and staff in all sorts of roles and levels to help us promote equality and diversity and eliminate all forms of discrimination and inequality. There are a range of ways you can get involved.

## Staff

- Join a staff network.
- Come to an Equality Engagement Event.
- Participate in online consultations.
- Become a Diversity Champion or LGBT Ally.
- Give us your views.

## Students

- Participate in online consultations.
- Do a work placement or work experience with the Equality and Diversity Unit.
- Find out about the many national, faith and identity societies through the Students' Union.
- Join one of the campaigns listed on the Students' Union and/or the National Union of Students (NUS) websites.

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, here's how to reach the Equality and Diversity Unit:

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

**Telephone:**

+44 (0)117 32 81719

**Email:**

equalityanddiversityunit@uwe.ac.uk

**Twitter:**

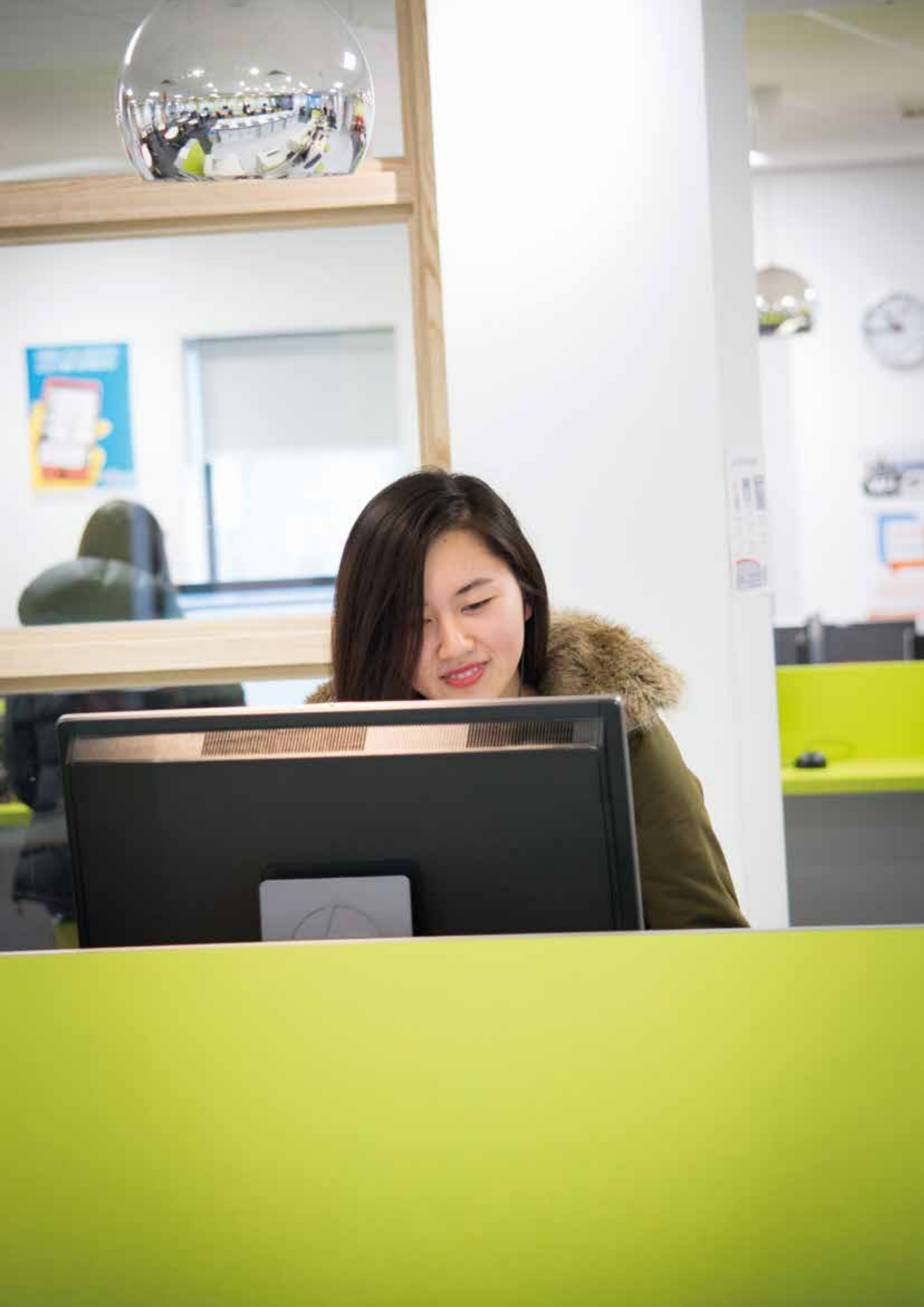
@UWEEquality

**Facebook:**

UWEEqualityandDiversity

[www.uwe.ac.uk/equalityanddiversity](http://www.uwe.ac.uk/equalityanddiversity)





When ever possible we use images of our campus and students.

Occasionally there is a need to use stock images for illustrative purposes only.

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