Equality, Diversity & Inclusivity Annual Report to Council, July 2018
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1. Introduction

As a large and diverse organisation with approximately 4,700 academic and professional service staff and more than 22,500 students from over 130 countries, equality and diversity issues are extremely important for the University of Exeter. Creating a culture of dignity, respect and equality of opportunity where staff and students can be free from irrational or unreasonable discrimination is key to the university finding, and retaining, world class talent. It therefore forms an integral part of the ambition to be a top 100 global university.

The University must also comply with its statutory duties, and the requirements imposed by the Office for Students (formerly Higher Education Funding Council).

Our strategic aim is to ensure our staff and students at the University of Exeter are enabled to thrive. Within the Equality, Diversity and Inclusivity (EDI) Team, Inclusivity Representatives, LGBT Allies, Dignity and Respect Advisors, Speak Out Guardians, Inclusivity Groups, Faith & Belief, Parents & Carers and Equality Networks considerable activities have been carried out this year to continue towards our aims. We believe this is a journey not a destination; we are committed to taking year on year action that makes a meaningful difference. The challenges we have faced as an institution this year are being addressed by the creation of the Provost commission "Exeter Speaks Out" and equally has given the EDI Team and our Dual Assurance partners an opportunity to further develop EDI activities and develop a wider, culturally impactful plan for the next phase. Our commitment to achieving inclusivity charters remains a key focus and will serve as a public declaration of a developed underpinning culture that will make a difference across all characteristics and ensure impactful actions are taken.

This year, we aim to grow our external networks to enable us to partner with others in the region to share best practice, support one another to create a positive, inclusive region for our staff and students to live.

This report on Equality, Diversity and Inclusivity work for the year ending 1 August 2018 outlines developments, successes and achievements of 2017/18 and next steps regarding key priorities for 2018/19.

2. Supporting Structures

Within the remit of the Assistant Director of HR (Safety, Health and Wellbeing) and located within Hope Hall at Streatham campus, the Equality, Diversity & Inclusivity (EDI) Team work alongside the Wellbeing Team and the Occupational Health Service (including the Staff Disability Advisor). This lends itself well to collaborative working across these teams and support improvements within the Positive Working Environment programme.

Inclusivity Representatives from each College and Professional Service attend termly meetings of the University Inclusivity Group as a key channel of communication between this group and College Inclusivity Groups (raising issues for escalation/ disseminating key messages as appropriate).

Dignity & Respect Advisors are members of staff who have volunteered and are trained to undertake the role (we currently have 20 Advisors across all campuses and are looking to grow this number during summer 2018). They provide a confidential and informal service for anyone involved in cases of harassment and bullying, co-ordinated and supported by the EDI Team.

New for 2017/18, the role of Speak Out Guardian was created in response to a number of high profile sexual harassment cases in the media. The aim of the role is to work with VCEG, building on existing support mechansims, to create an open culture where staff and students feel confident

that if they speak out about any experiences of inappropriate behaviour they will be supported and action will be taken to address such behaviour. Speak Out Guardians have a direct report to the VCEG and are empowered to speak openly about the challenges and themes being identified to them.

3. Progress on Priorities 2017/18

The University Equality Objectives (see Annex B) are supported by annual Equality, Diversity & Inclusivity Progress Measures. Council have received updates on these progress measures at each meeting during 2017/18 (see Annex A). This section highlights other key developments and achievements not covered within the progress measures.

3.1 Statutory Requirements

- **Gender Pay Gap Report published in March 2018 and actions to address issues identified have been incorporated within the institutional Gender Equality Action Plan** submitted with our application for institutional Athena SWAN Silver award

3.2 Best Practice

- **Sector-leading enhancements to support for Working Parents** include offering maternity pay above any other Russell Group institution; the introduction of Fertility Treatment Leave; and extended Paternity/Partner Leave
- **Inclusive accommodation allocation policy** that allows students to express additional preferences (e.g. alcohol-free, kosher, male/female only) identified by Advance HE as an example of best practice for their new publication on supporting religion and belief in HE

3.3 External Accreditation

- **Institutional Athena SWAN Silver application submitted** in May 2018 (outcome due November 2018) and we are continuing with progress by arranging a series of meetings in August –September to meet with action owners and clearly set out plans, impact measures and update mechanisms for the period ahead
- **Physics & Astronomy achieved JUNO Champion status** in November 2017 (after bringing forward their application from April 2018). Champion status is the equivalent to an Athena SWAN silver award
- **Biosciences were awarded a renewal of their Bronze Athena SWAN award** in November 2017
- **We achieved our highest ever ranking in Stonewall Workplace Equality Index (163rd)** and firmly within the top 200 employers for LGBT inclusivity
- **Sport and Health Sciences were awarded a renewal of their Silver Athena SWAN award** in May 2018

3.4 Cultural Change

- **Project Catalyst: Safeguarding BAME Students** Office for Students have funded a 12-month project in UoE with the aim of better understanding our students' perceptions and experiences of hate crime and best practice related to intervention strategies
- **Provost Commission established** in May 2018 to comprehensively review our Equality and Diversity culture and make a range of recommendations to proactively and positively promote building an inclusive University
- **Exeter Speaks Out online hub launched** in May 2018 as a single point for staff and students to access information, support and advice about harassment, bullying and discrimination

- **The Professional Services Recognition Awards introduced a new award category for outstanding Equality, Diversity and Inclusivity work** in June 2018
- **Ruth Hunt, CEO of Stonewall, to become an Honorary Graduate** in July 2018

Improved Processes

- **New Anonymous Reporting tool launched** in May 2018 (alongside other existing reporting mechanisms) with the aim of addressing underreporting of incidents and providing a more accurate picture in terms of scale and volume of the issue
- **Review of all induction mandatory training processes completed** and work is underway to develop IT solutions to enable employees to complete induction on or as close to the first day of employment as possible with emphasis on reaching 95% compliance

In addition to the above, a successful and high profile series of events celebrating diversity have been delivered as an integral part of the University calendar of events including:

- *Lloyds Banking Group, Stonewall's Employer of the Year 2017, were invited onto campus on 23 November to host two sessions – one for students and one for staff – to talk about their experience as the UK's current top LGBT Inclusive Employer*

- *Diversity by Design at SMG – Simon Fanshawe OBE presented to SMG on developing strategies to include Diversity in recruitment. This concept is being taken forwards within HR Services and Advance HE (formerly ECU) is supporting us to review our recruitment processes.*

- *Parents' and Carers' Network launch event – Attended by 40 people, who discussed and agreed topics for further work, discussion and future events*

- *International Women's Day 2018 was celebrated on 8 March with a series of events held across the University including a guest speaker event with record-breaking rower, Laura Penhaul and an online gallery showcasing some of "Our talented women".*

- *The Academic Women Network – an online forum created by female academics with over 250 members was brought to life during International Womens Day and has set in train a series of network events with senior females supporting*

- *Women of influence - an HR led network which brings together alumni, university supporters and staff to discuss careers, barriers and opportunities for change.*

- *Lean in circles – A programme started by female Aurora leadership programme completers. These staff are working together to create a space to discuss careers and support each other in their development*

- *Stonewall Senior Allies Programme –senior colleagues attended a session run by Stonewall to develop their knowledge and understanding and enable them to act as allies to the LGBTQ+ community*

- *The university has sponsored Exeter Pride and "Pride on Campus" events which were very successful*

- *In June 2017 the University supported the "One Game One Community" football tournaments (in association with Exeter City Football Club)*

- *The university supported the Exeter Respect Festival (annual celebration of diversity)*

- *The First "Exeter Respect on Campus" event (celebration of diversity in our community) was held on 3 June*

4. 2018/19 Plan

The University's "Attract, Perform, Retain" People Strategy aims to equip the University to deliver its strategic goals by attracting and developing a talented and diverse workforce. To enable this,

we aim to support the development of a positive and supportive organisational culture where inclusivity is embedded as a strategic priority. Key to this is sharing a common belief in inclusivity and having a desire to embed EDI principles in everyday business.

The EDI team are working closely with the Provost Commission to develop a programme of work across five key themes which are to be presented to VCEG in July. The EDI team are developing a parallel and supporting programme of work (Figure 1) which will include the full breadth of EDI activity. The operational plan, showing the activities that support these five themes will be shared with Council in the next report after the work plan has been agreed as part of the Provost Commission.

Equality, Diversity and Inclusivity	Equality, Diversity and Inclusivity Key Priorities		Provost Commission Themes
Work streams Across Priorities: EDI: • Inclusivity Framework • Athena Swan • Race Equality Charter • Stonewall Index • EES • Disability Confident • Accessibility • Inclusivity Agenda • Intersectionality • Communication • Equality Analysis	**Information:** Mapping, Gapping and Impact		Data Gathering
	• Data Gathering • Gap Analysis and Need Assessments • Qualitative info and Case Studies	• Monitoring and Responding • Equality Impact Assessments • Measuring Impact	
	People: Journeys, Transitions and Investment		Student induction and support
	• Community Engagement • Recruitment processes • Inductions and On-boarding	• Managing Change and Transition • Talent and Organisational Development • Representation, Retention and Outcomes	Staff induction, support, recognition and reward
	Experience: Safety, Access and Engagement		Culture and Environment
	• Inclusive, Safe and Accessible • Culture and Environment • Listening and Challenging	• Fulfilling Experiences • Enabling Voices – Speak Out, Networks • Embracing and Promoting EDI and Events	
	Progress: Reflection, Development and Advancement		Learning and Teaching
	• Reviewing and Refreshing • Lessons learnt/Reporting • Coaching and Facilitation	• Capacity and Resource Building • Training and Development • Sharing Best Practice and Benchmarking	

Figure 1: The EDI themes of work for 2018-19

5. Action Required

Council is asked to ackowledge the steps taken in 2017-18 and agree that a plan for 2018-19 written in parallel with the Provost commission be presented at Council in autumn 2018.

INDEX OF ANNEXES

Annex A - Priorities 2017/18 – Update on Progress Measures

Theme		Objective	Current – June 2018	2017/18 Target	Timeframe
Gender Pay Gap Duty	1.1	Continue to monitor, address and improve the Gender Pay Gap data	The University's Gender Pay Gap Report was published on 29 March. Actions to address issues identified within the report have been incorporated within our institutional Gender Equality Action Plan forming part of our Athena SWAN application (submitted May 2018).	Publish Gender Pay Gap	30 March 2018 **(COMPLETE)**

Demographic Profile (Staff)	2.1	Continue to increase Staff Disclosure Rates
		Specific focus on
		- Sexual Orientation
		- Religion & Belief
		- Disability
		
		By: Raising awareness of Why it's important, Improving 'How' to do, and extracting data to identify and target staff groups with low disclosure
			Sexual Orientation disclosed 2015 2016 2017 2018
			  15.8% 19.0% 19.7% 20.3%
			
			Religion & Belief disclosed 2015 2016 2017 2018
			  35.5% 35.8% 32.2% 31.6%
			
			Disability disclosed 2015 2016 2017 2018
			  - 77.6% 81.0% 81.0%
				2018
				20.0%
				
				2018
				33.0%
				
				2018
				84.0%
					End of 2017/18

Mandatory Training	3.1	Increase mandatory equality and diversity training compliance for staff - Induction – 95%* - Refresher – 90% *Achieving 100% is unobtainable due to natural turnover of staff* By: reviewing mandatory induction training and developing completion on day one of employment capability within IT Systems.	2015 2016 2017 2018 Induction 84.1% 92.7% 93.3% 91.7% Refresher n/a n/a 86.6% 81.7% Following recent review of all induction mandatory training processes, work is underway to develop IT solutions to enable employees to complete induction on or as close to the first day of employment as possible with mechanisms to follow up non completions promptly.	2018 94.0% 90.0%	2017/18
External Accreditation	4.1	Achieve institutional Athena SWAN Silver award	Current award - Bronze (held since Nov 2011)	Silver Application submitted	April 2018 **(COMPLETE)**

	4.2	Increase number of Silver Athena SWAN awards held by STEMM disciplines with progression towards at least one Gold award by 2021	Sept '17 June '18 Silver awards 6 6 Bronze awards 3 3 Above figures do not include Physics & Astronomy's JUNO Champion status (equivalent to Athena SWAN Silver award – currently going through formal conversion process)	7 Silver 3 Bronze	End of 2017/18
	4.3	Improve ranking in Stonewall Workplace Equality Index	2014 2015 2016 2017 2018 Ranking 268 176 185 268 163	2018 ↑ 268	January 2018 **(COMPLETE)**
	4.4	Increase in number of staff completing Stonewall Staff Questionnaire	2015 2016 2017 2018 No. Staff Completed 321 369 604 776	2018 700	November 2017 **(COMPLETE)**
Internal Accreditation	5.1	Launch of a new internal Inclusivity accreditation in 2017	New framework currently in development – key principles have been agreed, key pilot areas identified and consultation with key stakeholders commenced.	Successful pilot completed - No of departments in pilot = 5	July 2018 Due to be launched 2018/19
Open Culture and Support for Staff and Students	6.1	Employee Engagement Survey shows that staff feel they are treated fairly and with respect	2016 EES results – "I am treated with respect" within top 3 highest scoring questions Pulse Survey during '17/'18 to include a standard question around dignity and respect. New cohort of Dignity & Respect Advisors recruited and trained during autumn '17 with further recruitment campaign planned for summer 2018	2018 EES results - "I am treated with respect" maintain top 3 highest scoring question	Due November 2018, results January 2019
	6.2	Creation of an open culture based on listening and learning where (i) staff and students feel comfortable and confident reporting concerns around harassment/bullying and (ii) VCEG have increased awareness of these concerns in	Two Speak Out Guardians appointed to provide support, governance, oversight and leadership to our Dignity & Respect Advisors Network and report in an independent capacity to VCEG on issues around harassment and bullying.	2 x Speak Out Guardians (1 x academic and 1 x Professional Services)	July 2018 **(COMPLETE)**

				Biannual reports to VCEG	
		order to direct action			
Communication & Events	7.1	All 6 Colleges to have established College-level Inclusivity Groups	Colleges engaged with Athena SWAN have expanded the remit of their College Athena SWAN Working Groups to become Inclusivity Groups. Those not already engaged with Athena SWAN are beginning to put structures in place to consider issues around Inclusivity at College level. In addition, a Professional Services Inclusivity Group is also being established with representation from all Services.		December 2017 **(COMPLETE)**

Annex B – Institutional Equality Objectives

The Public Sector Equality Duty places a requirement on all higher education institutions to publish information on an annual basis and to prepare and publish equality objectives to continually develop one or more of the aims set out in the general public sector equality duty. The University's current equality objectives (2014 – 2018) are as follows:-

- Create a working and learning environment that respects the dignity and rights of all staff and students through the provision of appropriate policies and support mechanisms and promotion of these to all members of the University community;

- Develop and publish an annual E&D Action Plan to enable monitoring of progress and ensure continuous improvement;

- Participation in, and gaining of, external accreditations which demonstrate advancing equality of opportunity, elimination of discrimination and fostering of good relations between people from different groups;

- Ensure **all staff** complete mandatory equality and diversity training.

Annex C – Governance Arrangements

The new Consultation and Committee Structure implemented in 2016/17 has continued in 2017/18 to effectively and efficiently support a model of inclusivity.

The University Inclusivity Group covers all nine "protected characteristics" (age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation and gender) which are protected from discrimination by the Equality Act 2010. Chaired by the Executive Lead of Equality & Diversity, Linda Peka, the group meets once a term and reports directly to the Dual Assurance partnership for Equality and Diversity. Membership includes Inclusivity Representatives from Colleges and Professional Services and other key individuals such as representatives from the Chaplaincy and the Students' Guild. The University Inclusivity Group acts as an "umbrella" group for a number of other groups (detailed below) which report directly into it.

University Gender Equality Group

The University has held an Athena SWAN institutional Bronze award since 2011, and departmental awards are held by all nine of our STEM/M departments. Supporting the University's gender equality work more broadly and including engagement in these gender equality accreditations, the Gender Equality Group meets bimonthly. Chaired by the Executive Lead for EDI, Linda Peka, the group brings together academic and professional services staff, students and colleagues from the Students' Guild.

The focus of the group during 2017/18 has been the institutional Athena SWAN Silver submission which was submitted in May 2018.

University Race Equality Group

The University Race Equality Group, also chaired by Linda Peka, provides a forum for staff, students and colleagues from the Students' Guild to discuss issues around race.

During the latter part of 2017/18, the group has worked closely with the Provost Commission.

NEW College Inclusivity Groups

Each College has now established their own Inclusivity Group as a first step to integrating EDI principles into their core business. Reporting directly into the University Inclusivity Group, these groups provide a forum for raising and addressing issues at a local level as well as escalating issues as appropriate and providing a mechanism for communicating key messages from the University Inclusivity Group.

Other Staff Networks

Also feeding into the work of the University Inclusivity Group are a number of other networks:

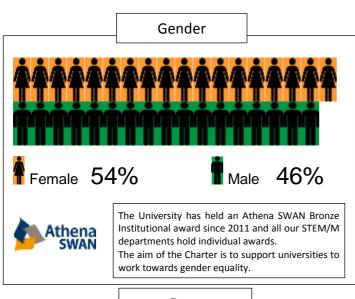- Faith and Belief Group (Chaired by the University's Lazenby Chaplain, Reverend Chantal Mason)

- Penryn Faith on Campus (Chaired by the Multifaith Chaplain on the Cornwall campuses, Becky Nesbitt)

- LGBTQ+ Staff Network (The LGBTQ+ Staff network is run by a group of volunteer coordinators)

- Parents' & Carers' Network (NEW for 2017/18)

- Virtual Disability Network for capturing issues and ideas (NEW for 2017/18)
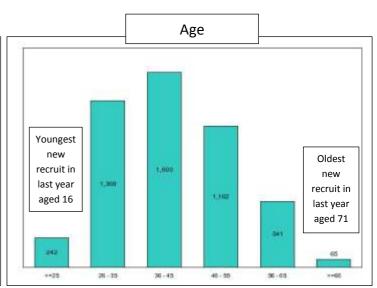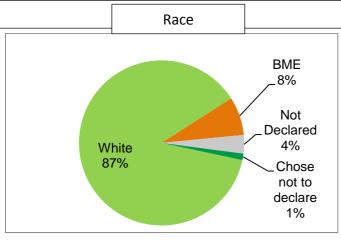
Annex D - Data and Intelligence

In response to the requirements of the Equality Act, as of January 2012, equality data relating to both staff and students is published via a designated 'data' page on the University's Equality and Diversity website. This data is updated and published on an annual basis in line with requirements of the public sector equality duty.

The following staff and student profiles shows snapshot data as at April 2018 and December 2018 respectively.

All Staff Profile (snapshot data as at April 2018)

Gender

Female **54%**   Male **46%**

The University has held an Athena SWAN Bronze Institutional award since 2011 and all our STEM/M departments hold individual awards.
The aim of the Charter is to support universities to work towards gender equality.

Age

Youngest new recruit in last year aged 16

Oldest new recruit in last year aged 71

Race

- White 87%
- BME 8%
- Not Declared 4%
- Chose not to declare 1%

Disability

77% No disability   **16%** Not declared   **7%** Disability

In 2016 the University was accredited as a Disability Confident employer, awarded to employers who can demonstrate a positive attitude towards employing disabled people.

Religion and Belief

Not declared	65.5%
No religion	16.1%
Do Not Wish To Disclose	2.9%
Christian	13.6%
Other religion	0.5%
Muslim	0.4%
Hindu	0.4%
Buddhist	0.3%
Jewish	0.1%
Sikh	0.1%

Sexual Orientation

- Not declared 78.6%
- Heterosexual 18.7%
- Gay woman / lesbian 0.4%
- Bisexual 0.5%
- Gay man 0.7%
- Prefer not to say 1.1%

All Student Profile (snapshot data as at December 2018)

Gender

Female 55% **Male 45%**

The University has held an Athena SWAN Bronze Institutional award since 2011 and all our STEM/M departments hold individual awards.
The aim of the Charter is to support universities to work towards gender equality.

Race

- BME 21%
- White 74%
- Not Declared 5%

Disability

86.0% No disability   **11.6%** Disability   **2.4%** Not declared

Wellbeing Services have a dedicated team of disability specialists called AccessAbility. Their service is available to students who experience a range of issues with a specific emphasis on how those issues impact on their ability to study and cope at university.

Staff Disability Profile 2016-18

	Numbers of Staff			Percentages		
	2016	2017	2018	2015	2016	2017
Disability	234	278	340	5.3%	5.4%	5.9%
No disability	3,158	3,509	3,831	68.6%	72.2%	74.8%
Not Declared	980	903	812	26.1%	22.4%	19.3%
Total	4,372	4,690	4,983			

Disclosure Rate	78%	81%	84%

Student Disability Profile 2016-18

	Numbers of Students			Percentages		
	2016	2017	2018	2016	2017	2018
Disability	2,577	2,925	3,081	11%	11%	12%
No disability	20,829	22,435	22,889	88%	88%	86%
Not Declared	142	221	624	1%	1%	2%
Total	23,548	25,581	26,602			

Disclosure Rate	99%	99%	98%

Staff Gender Profile 2016-2018

Job Family	Numbers of Staff						Percentage of Staff					
	2016		2017		2018		2016		2017		2018	
	F	M	F	M	F	M	F	M	F	M	F	M
Teaching and Research	333	603	385	645	426	669	36%	64%	37%	63%	39%	61%
Research Only	328	357	352	402	398	453	48%	52%	47%	53%	47%	53%
Teaching Only	197	137	196	164	219	169	59%	41%	54%	46%	56%	44%
Professional Staff	1,486	931	1,583	963	1,668	995	61%	39%	62%	38%	63%	37%
Total	2,344	2,028	2,516	2,174	2,711	2,286	54%	46%	54%	46%	54%	46%
Professors	51	201	66	219	90	232	20%	80%	23%	77%	28%	72%

Student Gender Profile 2016-2018

Year	Female	Male	Other	Total	Female	Male	Other
2016	11,993	9,927	10	21,930	55%	45%	0%
2017	12,625	10,491	17	23,133	55.%	45%	0%
2018	12,968	10,731	33	23,732	55%	45%	0%

Staff Ethnicity Profile 2016-2018

Job Family	Numbers of Staff									Percentages								
	2016			2017			2018			2016			2017			2018		
	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Teaching and Research	788	95	53	862	113	55	915	118	62	84.2%	10.1%	5.7%	83.7%	11.0%	5.3%	83.6%	10.8%	5.7%
Research Only	560	85	40	598	108	48	669	124	58	81.8%	12.4%	5.8%	79.3%	14.3%	6.4%	78.6%	14.6%	6.8%
Teaching Only	277	29	28	303	29	28	323	37	28	82.9%	8.7%	8.4%	84.2%	8.1%	7.8%	83.2%	9.5%	7.2%
Professional Services	2,239	93	85	2,345	103	98	2,459	114	90	92.6%	3.8%	3.5%	92.1%	4.0%	3.8%	92.3%	4.3%	3.4%
Total	3,864	302	206	4,108	363	229	4,366	393	238	88.4%	6.9%	4.7%	87.6%	7.5%	4.9%	87.3%	7.9%	4.8%
Professors	215	15	22	244	19	22	278	21	23	85.3%	6.0%	8.7%	85.6%	6.7%	7.7%	86.3%	6.5%	7.1%

Student Ethnicity Profile 2016-2018

	Numbers of Students			Percentages		
	2016	2017	2018	2016	2017	2018
White	16,545	17,297	17,522	75%	75%	74%
BME	4,355	4,703	4,995	20%	20%	21%
Unknown	1,030	1,133	1,215	5%	5%	5%
Total	21,930	23,133	23,732			

Disclosure Rate	95%	95%	95%			

Reported Allegations of Harassment and Bullying

The University collates information regarding reports of harassment and bullying via the statistical monitoring of cases reported to the Network of Dignity & Respect Advisors and also (since their appointment in March 2018) our new Speak Out Guardians.

Advisors provide a confidential and informal service for anyone involved in cases of harassment or bullying (including those facing allegations about their behaviour). Advisors can listen, talk through the options available and, if appropriate signpost to other sources of support and advice. Their focus is on informal resolution of issues wherever possible although they can also support individuals through formal processes. Speak Out Guardians can also provide the same support as Advisors, but will also report directly to VCEG to create an open culture where staff and students feel confident speaking out about any experiences of inappropriate behaviour.

Year	Staff	Student
17/18 (as at 30/5/2018)	30	30
16/17	22	44
15/16	21	36

Informal Reports of Harassment, Bullying & Discrimination

Further to cases of harassment and bullying reported via the Network of Dignity & Respect Advisors and Speak Out Guardians, the University also gathers information on informal reports of inappropriate behaviour via an online reporting form. This falls outside of formal reporting procedures and since May 2018 has been augmented by the addition of an anonymous reporting tool which broadens the options available to staff and students to report inappropriate behaviour and aims to address the issue of underreporting to allow us to better understand the scale and volume of the issue.

All options for reporting have been pulled together into the new **Exeter Speaks Out** online hub which provides a single point for staff and students to access information, support and advice about harassment, bullying and discrimination.

If the Exeter Speaks Out campaign and anonymous reporting tool is successful in its aim to encourage staff and students to report incidents and seek appropriate support, it is to be expected that the number of reports over the next 12 months will increase.

With this in mind, we will be recruiting and training more Dignity & Respect Advisors during summer 2018 to ensure the Network is balanced in terms of gender, grade, ethnicity, academic/professional and campus and is appropriately resourced to provide support to an increasing number of staff and students contacting the Network.

Year	Staff	Student
17/18 (as of 30/5/18)	6	9
16/17	2	9
15/16	1	5