

UNIVERSITY OF EXETER

COUNCIL, JULY 2013

Equality and Diversity: Annual Report 2011/12

1. Introduction

The University of Exeter is a large and diverse organisation with a turnover of more than £246m, approximately 3,300 academic and professional staff at the beginning of the year rising to over 3,600 at the end of the year, and more than 18,500 students. In February 2011, it was named in the top 100 fastest growing companies in Europe and in the top 25 in the UK. Given the scale of this operation, equality and diversity issues are extremely important. The University must also comply with its statutory duties, and the requirements imposed by the Higher Education Funding Council. While drawing its staff and students from a wide variety of cultures and backgrounds, the University is situated in an area of England with a relatively small proportion of its population from a BME background.

The University continues to develop its Equality and Diversity work and activities across academic and professional services, student activities and with outside organisations and partners. This report on the year ending 1 August 2012 outlines the management of Equality and Diversity activity, and reports on the activities undertaken. It also highlights the ongoing priorities of the Equality and Diversity (E&D) team and reports on progress to date.

2. Management and Staff

The Management Lead under Dual Assurance is the DVC (External Affairs), Professor Mark Overton, and the Lay Lead is Council member, Bettina Rigg. Dual Assurance provides a strategic overview of the work of the E&D team, driving forward the University's commitment to creating an environment which is free from unlawful discrimination and which promotes a culture of dignity; respect and equality of opportunity. It monitors and reviews priorities and actions, including the University's Equality Objectives. It ensures compliance in terms of the University's legislative duties with regard to policies, procedures and action plans and also supports the Colleges in their equality and diversity objectives. And finally it advises and provides general support to the work of the E&D team (see Appendix A for full Terms of Reference of the Dual Assurance Partnership).

Dual Assurance is supported by an Equality and Diversity Advisory Group (covering all nine protected characteristics) which advises on policy, and by four Equality sub-Groups: the Race & Religion Equality Group (R®) chaired by Senior Lecturer, Nick Givens; the Disability Equality Group (DEG) chaired by AccessAbility Manager, Hazel Went; the Gender Equality Group (GEG) chaired by Professor Nicky Britten, also incorporating issues around gender reassignment, marriage and civil partnership, and pregnancy and maternity within its remit; and the Lesbian, Gay, Bisexual and Transgender Equality Group (LGBTEG) chaired by Director of Campus Services, Geoff Pringle. The groups also ensure transparency and accountability and provide support for the work of E&D across the University.

The Athena SWAN initiative is supported by an over-arching University working group, chaired by Professor Nick Talbot, and working groups in those Colleges and Departments which are preparing for individual submissions. More details are given in section 4 under Equality Objective 3.7.

Current staff is as follows:

Equality and Diversity Manager, Dorcas Cowan (0.7 FTE)
Equality & Diversity Administrator, Helen Booker (1.0 FTE)
Equality and Diversity Co-ordinators based in every College and Service
Disability Representatives based in all Colleges
Network of Harassment Advisors
AccessAbility Centre for students
Athena SWAN Project Lead, HR Assistant Director, Ailsa McGregor (0.2 FTE)
Athena SWAN Project Officer (University-wide), Graduate Business Partner, Charlotte Hewlett (0.4 FTE)
Athena SWAN Project officer (CLES), Graduate Business Partner, Sam Braide (1.0 FTE)
Athena SWAN Project Officer (CEMPS), Graduate Business Partner, vacancy (0.2 FTE)
Athena SWAN Project Officer (UEMS), Graduate Business Partner, Charlotte Hewlett (0.6 FTE)

3. Priorities during 2011/12

On 8 April 2010, the equality bill received royal assent, becoming the Equality Act 2010. The Act strengthened previous anti-discrimination law by consolidating and streamlining over 116 separate pieces of legislation and covers the following **9 protected characteristics**: age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

On 6 April 2011 the single public sector equality duty came into force. In practice, this placed a requirement on higher education institutions to **publish information** to demonstrate its compliance with the general public sector equality duty (by 31 January 2012) and a requirement to prepare and publish **equality objectives** to further one or more of the aims set out in the general public sector equality duty (by 6 April 2012).

The stated aim of the Act is to reform and harmonise discrimination law, and to strengthen the law to support progress on equality, replacing all previous equality legislation.

Given the significant change in equalities legislation and the new requirements placed upon the University relating to publishing information and equality objectives, it is these that were identified as priorities during 2011/12. In addition, the University's commitment to gender equality and specifically the advancement of the careers of women in STEM/M (and increasing funding implications linked to Athena SWAN) placed significant importance on achieving the Charter.

Further to this, the equality and diversity requirements of the Research Excellence Framework 2014, including the development of a Code of Practice, the establishment of an Equality and Diversity Mitigation Panel, and equalities training for all those involved in decision-making as part of the REF 2014 exercise were also identified as priorities during 2011/12 and 2012/13.

A more recent priority was highlighted by the results of the Staff Opinion Survey in 2012 and the Staff Survey Task & Finish Group Report which followed at the beginning of 2013 which identified the need for a comprehensive review of the University's Protection of Dignity at Work and Study policy and procedures.

4. Equality Objectives

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- i. Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act;
- ii. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
- iii. Foster good relations between people who share a relevant protected characteristic and those who do not share it.

To ensure they meet their Specific Duties under the Public Sector Equality Duty, HEIs must prepare and publish one or more specific and measurable objective(s) that they think they should achieve to meet any of the three aims of the equality duty. The objective(s) must be published no later than the 6 April 2012 and subsequently at intervals of no greater than four years.

Following consultation with the Dual Assurance Partnerships for E&D and HR and the Equality Groups, the University has agreed and published a number of Equality Objectives (these equality objectives supersede all previous equality schemes; targets and related action plans).

The University's Equality Objectives for the period 2012 – 2016 are available at Appendix B. The following section highlights progress to date regarding a sample of those Equality Objectives:-

Eq Obj 1.2: Process of Equality Impact Assessment:-

- (a) Institutional-wide policies/procedures to be prioritised and those identified as high priority to be completed;*
- (b) All Colleges and Professional Services to have identified local high priority policies/procedures to be equality impact assessed;*
- (c) The equality impact of VCEG and Council's decisions to be assessed and any concerns raised with VCEG/Council*

Research Councils are increasingly placing an additional requirement for evidence of compliance with the equality duty in their considerations of funding applications and Equality Impact Assessments remain the best way of providing that evidence.

A protocol for ensuring recommendations to the Vice-Chancellor's Executive Group; Council; Senior Management Group; or Professional Services Management Group for changes to University policies and procedures have been the subject of an equality impact assessment, where appropriate, before being submitted to VCEG/Council/SMG/PSMG for approval was established in December 2010. Early in 2013, guidance was refreshed and communicated to VCEG/Council/SMG/PSMG members. The Equality & Diversity team will be working more closely with the Executive Suite to ensure that this process is applied consistently.

Eq Obj 3.7: Athena SWAN

- Application for Bronze award at University level by end March 2012;*
- Applications for Silver award at Department level by April 2014*

The inspiration for the University's Athena SWAN Project derived from work to progress three of our key strategic priorities – all critical aspects of our academic mission: to improve

our research performance and impact, to further develop our innovative science strategy, and to maintain the highest standards in our equality and diversity policies and practices. These key strategic priorities together with increasingly significant funding implications attached to Athena SWAN accreditation, has placed a new emphasis on the requirement for University level Bronze award (achieved February 2012) and individual Silver awards for all STEM/M disciplines (target date for submission April 2014).

A number of working groups have been established; at College level in each of the three STEM/M Colleges (the College of Engineering, Mathematics and Physical Sciences (CEMPS), the College of Life and Environmental Sciences (CLES) and the new University of Exeter Medical School (UEMS)); at Department level for each department working towards a Silver Department submission; and an overarching University working group, to ensure actions within the Bronze Action plan are fully embedded at University level and to provide an overview of preparations for Silver award applications at department level.

Further to the University level Bronze award, two Department level applications were made in April 2013, the outcome of which will be known at the end of September 2013:

- The University of Exeter Medical School submitted a Bronze Department application.
- The College of Life and Environmental Sciences, Cornwall (CLES-C) submitted a Silver Department application. CLES-C encompasses the departments of Geography and Biology based at Tremough.

Work continues in all other STEM/M departments to prepare for submission of Silver Department applications in April 2014.

Regular progress reports are provided to the Dual Assurance Partnership, the Equality & Diversity Advisory Group and also the Gender Equality Group.

A number of changes in University/College practices have been progressed as a result of the University's engagement with the Athena SWAN initiative. These changes apply to all Colleges and in some instances central Professional Services so that the impact on equality and diversity goes far beyond science and gender. Examples of these changes in University/College practice include:

- Mandatory Equality and Diversity Training – improved access to data re uptake of mandatory training and the availability of this data to College and Professional Services management teams will enable improvements in monitoring and enforcing. The implementation of a new online training resource will also assist in ensuring all staff complete equality and diversity training. In addition, proposals are being finalised to make the completion of all mandatory training courses a condition of staff passing probation (this also links in with Equality Objective 4.1).
- Gender balance on interview panels - ideally interview panels should be gender balanced, however given the current (low) numbers of female academic staff in some discipline areas, College HR Business Partners have instead been asked to ensure that all College interview panels have at least one female panel member.
- Media monitoring - agreement has been reached with Communications and Marketing Services to monitor the gender of news and web stories regarding University staff. This information will be provided to Colleges to reflect on the promotion and balance of female role models, both internally and externally.
- Various Research events - work has taken place across the disciplines and with Research and Knowledge Transfer to support Early Career Researchers with female role models being celebrated.

Other initiatives about to commence include the review of postgraduate recruitment processes, information on maternity leave for students, a parents and carers network, mentoring schemes and promotions workshops.

Eq Obj 4.1: Monitor and measure attendance rates for mandatory programme of Equality & Diversity training for all new staff

A number of the University's Equality Objectives are being achieved as a result of the University's engagement with the Athena SWAN initiative so that the impact of work in this area has a far greater reach than science and gender, with mandatory equality and diversity training being one example of this.

During 2012/13, significant improvements have been made in terms of access to data re uptake of mandatory training. The availability of this data to College and Professional Services management teams will enable improvements in monitoring and enforcing. The implementation of a new online training resource will also assist in ensuring all staff complete equality and diversity training. In addition, proposals are being finalised to make the completion of all mandatory training courses a condition of staff passing probation.

The Year Ahead

- (a) *Review the University's Equality Objectives to ensure they are still relevant and appropriate.*
- (b) *Provide regular progress reports to the Dual Assurance Partnership and Equality Groups.*

5. REF 2014

The equality and diversity requirements of the Research Excellence Framework 2014 include the following:-

- the development of a Code of Practice to ensure fairness in REF processes, based on the principles of transparency, consistency, accountability and inclusivity (available on the RKT web pages at <http://www.exeter.ac.uk/research/toolkit/ref/equality/>),
- the establishment of an Equality and Diversity Mitigation Panel to consider cases and make decisions on which staff may submit a reduced number of outputs based on disclosed circumstances e.g. part-time working, maternity/paternity/adoption leave, disability, ill-health.
- and equalities training for all those involved in the REF 2014 processes including Research Monitoring panel members, REF Review Group members, Equality and Diversity Mitigation Panel members, REF 2014 Appeals Panel members, and any other staff who may reasonably be expected to make a contribution (a specific REF Equalities training programme was delivered during summer/autumn 2012) .

The Year Ahead

- (a) *Continue to work with colleagues in Research Knowledge Transfer to ensure that the equality and diversity dimensions of the REF 2014 are fully addressed, specifically in terms of the Appeals process.*

6. Reporting and data-gathering

In response to the requirements of the Equality Act, as of January 2012, equality data relating to both staff and students is accessible 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 data details the staff and student profile by disability, gender and ethnicity.

Disability

All Staff Disability Disclosure Profile compared with Top Ten Comparator Group 2011/12

This table shows that the proportion of staff disclosing a disability at the University is currently 3.8%, compared with the proportion across the Top Ten Comparator Group at 2.1%. It should be noted that this data is representative of staff who choose to disclose their disability to the University; they are under no obligation to share this information with their employer. We do, however, make efforts to encourage staff to do so in order that our Occupational health Team can ensure any necessary measures to support those staff are put in place.

2011/12				
Institution	Total Staff	Known to be disabled %	No known disability %	Unknown %
The University of Bath	2,795	2.1%	95.9%	2.0%
The University of Bristol	5,300	3.6%	95.8%	0.7%
University of Durham	3,980	1.9%	98.1%	0.0%
The University of Edinburgh	8,080	1.4%	0.7%	97.9%
The University of Exeter	3,535	3.8%	96.0%	0.1%
The University of Lancaster	2,900	4.0%	89.1%	6.9%
Loughborough University	3,605	2.1%	97.8%	0.1%
The University of St Andrews	2,290	1.3%	97.8%	0.9%
University College London	8,935	1.7%	90.7%	7.6%
The University of Warwick	4,865	2.9%	92.2%	4.9%
The University of York	3,315	2.9%	87.5%	9.7%
Top Ten Comparator Group MEDIAN	3,605	2.1%	95.8%	2.0%

All Student Disability Disclosure Profile

This table shows the percentage of students disclosing a disability for each academic year from 2008/09 to 2012/13.

Year	% Students disclosing a disability
2012/13	8.9
2011/12	8.3
2010/11	7.7
2009/10	8.7
2008/09	8.7

Student Disability Profile by College 2011/12

Campus	College	Disabled	No Disability	Grand Total
Exeter	The Business School	4.0%	96.0%	100.0%
	Engineering, Mathematics & Physical Sciences	9.1%	90.9%	100.0%
	Humanities	9.9%	90.1%	100.0%
	Life & Environmental Sciences	11.4%	88.6%	100.0%
	Social Sciences & International Studies	8.4%	91.6%	100.0%
	INTO	8.6%	91.4%	100.0%
	University of Exeter Medical School	14.8%	85.2%	100.0%
	Joint Students (Ex-PCMD)	9.9%	90.1%	100.0%
Exeter Total		8.5%	91.5%	100.0%
Cornwall	Engineering, Mathematics & Physical Sciences	18.8%	81.2%	100.0%
	Humanities	9.0%	91.0%	100.0%
	Life & Environmental Sciences	11.2%	88.8%	100.0%
	Social Sciences & International Studies	9.8%	90.2%	100.0%
	Flexible Combined Honours	11.1%	88.9%	100.0%
Cornwall Total		12.3%	87.7%	100.0%
Grand Total		8.9%	91.1%	100.0%

(data includes all students at all levels for all modes of study)

Gender

All Staff Gender Profile compared with median data for Top Ten Comparator Group 2010/11

This table shows the proportion of female professors at the University at 16.7%, however, whilst this figure is correct as at 2011/12, more recent data obtained from the Midland Trent HR system puts this figure at 18.0% (please note there is a time lag with HESA data which means the most up-to-date data currently available is for 2011/12).

2011/12	Exeter		Median	
Job Family	Male	Female	Male	Female
Professors	83.3%	16.7%	81.5%	18.5%
T&R below Professor	60.8%	39.2%	63.7%	36.3%
All Teaching & Research	67.9%	32.1%	71.0%	29.0%
Research Only	50.0%	50.0%	57.5%	42.5%
Teaching Only	43.3%	56.7%	44.9%	55.1%
All Academic	57.2%	42.8%	60.7%	39.3%
All Professional	38.6%	61.4%	38.6%	61.4%
Staff Total	46.3%	53.7%	48.2%	51.8%

All Student Gender Profile

This table shows the percentage of female students for each academic year from 2008/09 to 2012/13.

Year	% Female Students
2012/13	54.0
2011/12	54.3
2010/11	54.1
2009/10	54.4
2008/09	53.6

Student Gender Profile by College 2012/13

Campus	College	M	F	Total
Exeter	The Business School	51.8%	48.2%	100.0%
	Engineering, Mathematics & Physical Sciences	69.2%	30.8%	100.0%
	Humanities	34.1%	65.9%	100.0%
	Life & Environmental Sciences	41.1%	58.9%	100.0%
	Social Sciences & International Studies	41.2%	58.8%	100.0%
	University of Exeter Medical School	46.8%	53.2%	100.0%
	Joint Students (Ex-PCMD)	46.8%	53.2%	100.0%
	Flexible Combined Honours	36.4%	63.6%	100.0%
Exeter Total		45.6%	54.4%	100.0%
Cornwall	Engineering, Mathematics & Physical Sciences	81.8%	18.2%	100.0%
	Humanities	35.3%	64.7%	100.0%
	Life & Environmental Sciences	40.4%	59.6%	100.0%
	Social Sciences & International Studies	44.7%	55.3%	100.0%
	Flexible Combined Honours	44.4%	55.6%	100.0%
Cornwall Total		50.0%	50.0%	100.0%
Grand Total		46.0%	54.0%	100.0%

(data includes all students at all levels for all modes of study)

Ethnicity

All Staff Ethnicity Profile compared with median data for Top Ten Comparator Group 2011/12

This table provides a summary of the proportion of Black Minority Ethnic (BME) staff at the University by job family, compared with the median data for the University's Top Ten Comparator Group.

2011/12	Exeter			Top Ten Comparator Group Median		
Job Family	White	BME	Unknown	White	BME	Unknown
All Teaching & Research	82.9%	9.3%	7.9%	83.5%	9.0%	5.0%
Research Only	84.8%	10.9%	4.3%	77.9%	14.5%	5.0%
Teaching Only	86.7%	8.3%	5.0%	82.3%	8.3%	6.9%
All Academic	84.2%	9.6%	6.2%	83.2%	10.7%	6.2%
All Professional	93.6%	3.1%	3.3%	90.4%	4.8%	4.1%
Staff Total	89.9%	5.7%	4.4%	87.3%	7.0%	4.8%

All Student Ethnicity Profile

This table shows the percentage of Black Minority Ethnic (BME) students for each academic year from 2008/09 to 2012/13.

Year	% BME Students
2012/13	19.9
2011/12	19.0
2010/11	17.4
2009/10	16.8
2008/09	11.7

Student Ethnicity Profile by College 2011/12

Campus	College	BME	Non-BME	Grand Total
Exeter	The Business School	44.3%	55.7%	100.0%
	Engineering, Mathematics & Physical Sciences	14.7%	85.3%	100.0%
	Humanities	6.6%	93.4%	100.0%
	Life & Environmental Sciences	6.8%	93.2%	100.0%
	Social Sciences & International Studies	20.5%	79.5%	100.0%
	INTO	88.5%	11.5%	100.0%
	University of Exeter Medical School	16.8%	83.2%	100.0%
	Joint Students (Ex-PCMD)	30.0%	70.0%	100.0%
Exeter Total		21.0%	79.0%	100.0%
Cornwall	Engineering, Mathematics & Physical Sciences	12.1%	87.9%	100.0%
	Humanities	8.5%	91.5%	100.0%
	Life & Environmental Sciences	5.2%	94.8%	100.0%
	Social Sciences & International Studies	23.2%	76.8%	100.0%
	Flexible Combined Honours	0.0%	100.0%	100.0%
Cornwall Total		10.2%	89.8%	100.0%
Grand Total		19.9%	80.1%	100.0%

(data includes all students at all levels for all modes of study)

Harassment and Bullying

The University also collates information regarding reports of harassment and bullying. This is augmented by the staff survey and the statistical monitoring of cases reported to the Network of Harassment Advisors. Following the results of the Staff Opinion Survey in 2012 and the Staff Survey Task & Finish Group Report which followed at the beginning of 2013, a comprehensive review of the University's Protection of Dignity at Work and Study policy; the reporting mechanisms available to staff and students experiencing harassment or bullying; and the provision of support is currently being carried out. This review is due to be completed before the beginning of the academic year 2013/14 and, to date, significant progress has been made in the following areas:-

- (a) *Recruitment of new Harassment Advisors (specifically trying to ensure a balance in terms of gender, campus, academic/professional);*
- (b) *Re-write of the Protection of Dignity at Work and Study policy to improve accessibility of information;*

- (c) *Development of good practice guides re the use of social media and email in terms of how inappropriate communication via these formats can constitute harassment;*
- (d) *Review of presentation of web-based information to improve user-friendliness;*
- (e) *Appointment of two Personal Representatives to the Vice-Chancellor as an additional final safeguard in the event that any of the support or procedures available to staff and students fail to resolve issues satisfactorily.*

In the academic year 2011/12, the network of Harassment Advisors received 21 reports of harassment, compared to 44 cases reported in 2010/11. Of these cases, 12 were from staff (5 by academic and 7 by professional staff) and 7 from students (all postgraduate) with 1 case reported by a non-University member of staff and another case in which it was not known whether the individual reporting was a member of staff or student. The cumulative time spent by Harassment Advisors on these cases is difficult to measure as the service they provide can include support and advice by telephone, email and in person and in some cases can be continued over a significant period of time.

New promotional leaflets and posters were produced for 2011/12 and distributed to staff and students at the start of the new academic year to publicise the policy and network of Harassment Advisors. As part of the current review, alternative methods of communicating and raising awareness (particularly within the student community) are being explored, including the use of the iExeter app and social media such as Facebook so as to address the issue of potential under-reporting of cases of harassment and bullying.

Incidents of Discrimination

Further to cases of harassment and bullying, the University also gathers information on incidents of discrimination. This is augmented by the staff survey and the Reporting Incidents of Discrimination procedure.

During the academic year 2011/12, 15 incidents were reported via the Reporting Incidents of Discrimination procedure, compared to 9 incidents during 2010/11. Of these cases, 2 were from a member of staff and 13 from students. Of the 15 reported incidents, 7 occurred on campus, 3 in accommodation and 5 off campus.

As with Harassment & Bullying (above), to address the issue of potential under-reporting of incidents, further consideration needs to be given to alternative methods of communicating and raising awareness of the reporting procedure and support mechanisms available, particularly within the student community.

Consultation with Staff and Students

We must also ensure that we have access to the views of staff and students who are members of the different protected characteristics and that these views inform our decision making. The Equality & Diversity Advisory Group and its sub-Groups provide an opportunity for ongoing consultation with members of the different protected characteristics. The consultation panels used within the Equality Impact Assessment process also provide staff and students with the opportunity to comment on University policies, procedures, and practice.

The Year Ahead

- (a) *Continue to review the content and presentation of the Protection of Dignity at Work and Study policy; the Network of Harassment Advisors; and the Reporting*

Incidents of Discrimination procedure and consider new methods of raising awareness.

- (b) Work closely with the Student Services team to consider the most effective methods of communication and awareness-raising within the student community.*
- (c) Continue to recruit and train new staff and student volunteers to participate in the Equality Impact Assessment Consultation Group, specifically encouraging participation from those who have experience of a protected characteristic.*

7. Equality & Diversity Advisory Group

The Equality & Diversity Advisory Group meets once a term, is chaired by Mark Overton, Deputy Vice-Chancellor (External Affairs), and reports directly to the Dual Assurance Partnership for Equality & Diversity. Membership includes Lead Equality & Diversity Co-ordinators from Colleges and Services, Chairs of the Equality sub-Groups, and other key individuals such as representatives from the chaplaincy and the Students' Guild.

The aim of the Group is to act as an 'umbrella forum' for the Equality sub-Groups, providing a link between them and the Dual Assurance Partnership and encompassing issues relating to all protected characteristics. It also functions as a mechanism for disseminating information and sharing examples of good practice between Colleges and Services whilst providing a supporting role to (a) the Equality and Diversity team and (b) the Equality & Diversity Co-ordinators.

8. Equality Groups

Supporting the work of the Equality & Diversity Advisory Group are various Equality sub-Groups which meet termly to explore and highlight issues arising from any of the protected characteristics which staff and students may experience. The Equality Groups aim to send out a message that is welcoming and inclusive, and membership is open to any staff or students who are interested in equality issues.

- (i) the Race & Religion Equality Group (R®), chaired by Senior Lecturer, Nick Givens, provides a focus for issues relating to race and religion/belief;
- (ii) the Disability Equality Group (DEG), chaired by AccessAbility Manager, Hazel Went, provides a focus for disability issues;
- (iii) the Gender Equality Group (GEG), chaired by Professor Nicky Britten, provides a focus for gender issues and also incorporates issues around gender reassignment, marriage and civil partnership, and pregnancy and maternity within its remit;
- (iv) and the Lesbian, Gay, Bisexual and Transgender Equality Group (LGBTEG), chaired by Director of Campus Services, Geoff Pringle, provides a focus for LGB&T issues.

During 2011/12, the Equality sub-Groups identified the following key actions:

The University continues to be a key sponsor of the Exeter Respect Festival, an annual multi-cultural event held in the city in June each year which celebrates diversity through art, music and dance.

The University also continues to be a key sponsor of Exeter Pride; has a well-established relationship with the Exeter Pride Committee; and had a visible role in supporting Exeter Pride 2013 including financial sponsorship; volunteer support; and staff/student participation in the parade.

The Equality and Diversity team continues to support the International Student Support team in the organisation and promotion of successful Diwali and Chinese New Year celebrations held in November 2012 and February 2013 respectively.

As in previous years, the University hosted and sponsored “Kick it Out”, an anti-racist football tournament, in partnership with the Kick It Out Group in Exeter and Exeter City Football Club.

The Year Ahead

- (a) *Recent feedback from members of the Equality & Diversity Advisory Group and each of the Equality sub-Groups suggests that whilst the Advisory Group itself is considered to be a useful and effective forum which brings together representatives from across the University and the Students’ Guild, demand for the Equality sub-Groups varies significantly between each Group, as does their degree of effectiveness. Therefore, a review of the Equality Groups is to be carried out before the start of 2013/14 to ensure that, moving forward, all Groups have a clear remit; terms of reference; and the membership to become self-sufficient and improve effectiveness.*
- (b) *Continue partnership working with the International Student Support team to maintain a series of cultural events organised and hosted by the University and build on the success of those to date.*
- (c) *Continue partnership working with other organisations e.g. Respect Festival organisers; Exeter pride Committee; and the Kick It Out Group to provide support for community events within Exeter.*
- (d) *Support work towards the University becoming a Stonewall Diversity Champion.*
- (e) *Support work towards the University’s “Two Ticks” Positive About Disability reaccreditation in October 2013.*

9. Summary Conclusion

2011/12 has seen a renewed enthusiasm for embedding E&D activity across the University, primarily in terms of the University’s commitment to Athena SWAN and the wider impact that this work is already demonstrating far beyond its science and gender remit. Devoting additional resources to the Athena SWAN initiative has resulted in significant progress in driving forward the equality and diversity agenda across the whole institution.

Looking ahead, it is expected that increasing expectations of Research Councils UK in terms of equality and diversity will also heighten the need for E&D activity to become embedded. In its statement to Vice-Chancellors in January 2013, RCUK made it clear that those institutions in receipt of Research Council funding would be expected to be able to demonstrate that E&D activity is embedded at all levels of research practice. This is to be evidenced by participation in initiatives such as Athena SWAN, Project Juno and Stonewall Diversity Champions.

Furthermore, the Britten Report (received by Council in February 2013) also highlighted issues relating to dignity at work and specifically harassment and bullying.

The current review of the Protection of Dignity at Work and Study policy and the support and information available to staff and students experiencing harassment or bullying is expected to have a positive impact in terms of renewing the University's commitment to creating a working and learning environment that respects the dignity and rights of all staff and students and to promoting a culture in which harassment and bullying are known to be unacceptable.

Finally, the continued series of successful events to celebrate diversity, either hosted and organised by the University or working in partnership with local organisations e.g. Exeter Respect, Exeter Pride, etc, demonstrates the University's commitment to equality and diversity and improves links with the local community in a way which is visible to staff, students and the wider local community.

Appendix A: Dual Assurance for Equality & Diversity: Terms of Reference

Management Lead for Equality & Diversity - DVC (External Affairs), Professor Mark Overton

Lay Lead - Council member, Ms Bettina Rigg

Coordinator - Equality & Diversity Manager, Dorcas Cowan

To drive forward the University's commitment to creating a working, learning and social environment that is free from discrimination and promotes a culture of dignity; respect and equality of opportunity.

To have a strategic overview of the University's Equality and Diversity activities and initiatives.

To advise the Council of the University on the progress and performance of the University's Equality & Diversity action plan and the University's responsibilities under the general public sector equality duty which requires the University to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

To be appraised of any external factors which may impact upon the University's Equality & Diversity agenda.

To provide support and advice to the Equality & Diversity team.

Appendix B: University of Exeter Equality Objectives (April 2012 - 2016) – June 2013 version

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act;
2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
3. Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Key to Protected Characteristics								
D = Disability	S = Sex	R = Race	A = Age	GR = Gender Reassignment	RB = Religion or Belief	SO = Sexual Orientation	MC = Marriage / Civil Partnership	PM = Pregnancy and Maternity

No.	Staff/ Student	Protected Characteristic									Action	Timescale	Lead Responsibility	General Equality Duty Aim
		D	S	R	A	GR	RB	SO	MC	PM				
1		Compliance & Reporting												
1.1	Staff	✓	✓	✓	✓		✓	✓	✓		Encourage staff to disclose personal data via Trent self-service in order that we have meaningful and up-to-date data which can be used to inform future objectives and priorities.	August 2012	E&D Manager / Trent HR Team	2
1.2	Staff & Students	✓	✓	✓	✓	✓	✓	✓	✓	✓	Process of Equality Impact Assessment:- (a) Institutional-wide policies/procedures to be prioritised and those identified as high priority to be completed;	(a) December 2012	E&D Team / College Deans / Directors of Professional Services / E&D Co-ordinators	1
											(b) All Colleges and Professional Services to have identified local high priority policies/procedures to be equality impact assessed;	(b) December 2013		
											(c) The equality impact of VCEG and Council's decisions to be assessed and any concerns raised with VCEG/Council	(c) July 2013		
1.3	Students	✓		✓	✓						Equality & Diversity team to liaise with the Admissions & UK Student Recruitment team regarding data available via monitoring arrangements for the University's Access Agreement	July 2013	E&D Team / Head of Admissions & Student Recruitment	2
2		Structures to Support Equality and Diversity												

2.1	Staff		✓					✓	Equality & Diversity Advisory Group to continue to provide a forum for issues relating to all protected characteristics to be raised		E&D Team / DVC - E&D	2
3	Recruitment, Selection, Grading and Promotion											
3.1	Staff	✓	✓	✓					Analyse recruitment data by protected characteristics with a view to identifying areas of concern to be used to inform future equality objectives (one of the outcomes of this may be the revision of objectives 3.2; 3.5; and/or 3.6 below)	December 2013	E&D Team / Human Resources	1
3.2	Staff		✓						Percentage of professors employed by the University who are female to maintain its position within the upper quartile of Exeter's 'Top Ten' comparators (Current position 18.0% compared to upper quartile threshold of 17.6% ('10/'11 HESA data))	2013/14	Human Resources / College Deans	1
3.3	Staff		✓						Monitor academic staff in terms of gender by academic grade		Human Resources / E&D Team	1
3.4	Staff	✓	✓	✓					Monitor the progression of staff through the University's contribution points by protected characteristics		Human Resources / E&D Team	1
3.5	Staff			✓					Percentage of BME staff employed by the University in academic roles to increase year-on-year from 7.3% ('09/'10 HESA data) (Current position: 9.6% ('11/'12 HESA data))	2011/12	Human Resources / College Deans	1
3.6	Staff			✓					Percentage of BME professional services staff employed by the University (3.1% in '11/'12) to match the BME population of working age of the Exeter Travel to Work Area (defined by the local authority areas for Exeter City, East Devon, Mid Devon, Teignbridge and Torbay) of 3.2%	2012/13	Human Resources / Heads of Professional Services	1
3.7	Staff		✓						Athena SWAN	End March 2012	DVC – E&D / College Deans / Human Resources / E&D Team /	1 & 2
									<ul style="list-style-type: none"> Application for Bronze award at University level; Applications for Silver award at Department level 	April 2014		
3.8	Staff	✓							To renew 'Two Ticks' Positive About Disability status and apply to become a member of the 'Mindful Employer' Charter	December 2012	E&D Manager / Human Resources	1 & 2
3.9	Staff								Work with Stonewall using their Workplace	December	E&D Team / LGBT	1, 2 & 3

						✓		✓			Equality Index framework (annual benchmarking exercise that ranks the Top 100 Employers in Britain for lesbian, gay and bisexual people) to identify issues which need to be addressed and areas of good practice which could be adopted/shared across the University with a view to applying to become a Stonewall employer.	2013	Equality Group	
4	Staff Development													
4.1	Staff	✓	✓	✓	✓	✓	✓	✓	✓	✓	Monitor and measure attendance rates for mandatory programme of Equality & Diversity training for all new staff	September 2012	Staff Learning & Development	1 & 2
4.2	Staff	✓	✓	✓	✓	✓	✓	✓	✓	✓	Ensure review of new Academic PDR process includes equality and diversity issues	August 2012	Staff Learning & Development / E&D Team	1 & 2
4.3	Staff	✓	✓	✓	✓	✓	✓	✓	✓	✓	Within the context of the annual academic PDR process, ensure Career Development Review is fully integrated into equality and diversity process	August 2012	Staff Learning & Development / E&D Team	1 & 2
5	Consultation, Communication & Involvement													
5.1	Staff & Students	✓	✓	✓	✓	✓	✓	✓	✓	✓	Develop an Equality & Diversity communications strategy which will consider new methods to improve effectiveness of communicating with both staff and students e.g. social networking sites; plasma screens; website; E&D Newsletter; E&D Co-ordinators; staff/student portals etc.	December 2012	E&D Team	3
5.2	Staff & Students	✓	✓	✓	✓	✓	✓	✓	✓	✓	New Equality Group structure to be reviewed to ensure the inclusion of all protected characteristics and improved communication between Groups (i.e. E&D Advisory Group; Age Equality Group; Disability Equality Group; Gender Equality Group; LGBT Equality Group and Race & Religion Equality Group)	September 2012	E&D Team / Equality Group Chairs	1, 2 & 3
5.3	Staff & Students	✓	✓	✓	✓	✓	✓	✓	✓	✓	Recruit a minimum of 12 staff and student volunteers per year to participate in the Equality Impact Assessment Consultation Group, specifically encouraging participation from those who have experience of a protected characteristic	September 2013	E&D Team	1, 2 & 3

6		Promote and Celebrate Equality & Diversity												
6.1	Staff & Students	✓	✓	✓	✓	✓	✓	✓	✓	✓	Maintain links with Exeter Respect Festival, providing official sponsorship and student volunteer support	June 2013	E&D Team	3
6.2	Staff & Students					✓		✓			Develop and maintain links with the Exeter Pride Committee with a view to having an increased University presence at Pride 2013	April 2013	E&D Team / LGBT Equality Group	3
6.3	Staff & Students		✓	✓							Work in partnership with Exeter City Football Club to host the annual 'One Game One Community' football tournament in 2013	June 2013	E&D Team	3

KEY (as at June 2013):	
	Achieved
	On target to be achieved, but further work required
	Risk to timeline for completion

