

Annual Equality, Diversity and Inclusion Report.

2018–2019

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Executive Summary

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

This report summarises some of the key work, which has been delivered in terms of Equality, Diversity and Inclusion during the academic year 2018-19. It also provides an overview of both staff and student diversity data.

The EDIW (Equality, Diversity, Inclusion and Wellbeing) Committee oversees the EDI agenda across the University and is responsible for ensuring that any issues identified in this report are allocated to the correct individual or committee and addressed effectively. The EDWI continues to report directly to University Board through the Vice Chancellor's Executive.

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

- Gender Pay Gap Report as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- Stonewall Workplace Equality Index
- Amalgamation of the EDI Committee and Wellbeing Committee
- Establishment of a staff LGBTQ network

The EDIW Committee agrees a programme of events and activities to raise awareness of a range of equality issues and examples are included in the following section. Appendix 3 details the activities scheduled for 2019-20.

In respect of equality data for staff and students, we continue to perform well against the sector in terms of the number of staff declaring a disability and the collection of data for staff and students regarding sexual orientation (UoC blank response stand at 0% vs the UK Sector at 35.5%), gender re-assignment and religion/belief. The retention of students who identify as female, having a disability, no disability, white and BAME have all shown improvement. Our gender pay gap is significantly below the sector norms. However, there are some areas of potential concern:

- Number of students who identify as BAME is approximately 9.6% less than the sector, however this is an improvement of 1.4% since the 17/18 report
- Student retention has decreased by 3.5%
- Attainment figures have decreased for students who identify as male, female, no disability and most significantly, BAME
- Staff and students declaring a disability are both higher than the sector
- Staff who identify as BAME is approximately 5.27% less than the sector, however this is an improvement of 4.39% since 17/18

While the EDIW Committee has an overview of the equality data and monitors

progress in addressing and improving these issues, there are specific groups and action plans in place to focus on both staff and student issues. The concerns around student attainment are being monitored and addressed by the Institute Directors through the Student Success and Quality Assurance Committee.

Staff recruitment issues are monitored within HR and are addressed by the Pro Vice Chancellor (People, Performance and Culture) via an action plan developed as part of our commitment to the Athena SWAN principles and the HR Excellence in Research action plan.

Key Activities and Achievements 2018 – 2019

EDI Plan and Objectives

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

Athena Swan Institutional Bronze Submission

The university intends to make a November 2020 resubmission. The Self Assessment Team (SAT) has been reformed and can be located [here](#). The purpose of the SAT is to champion gender equality and provide feedback from local areas within the university and provide support and analysis on the final submission.

Amalgamation of the EDI Committee and Wellbeing Committee

These committees merged in 2019 and meet three times during the academic year reporting matters and minutes to the Vice Chancellor's Executive and university Board. Members from across the institution provide internal drive and steer on all related EDIW developments.

LGBTQ Staff Network

This network was launched on 3rd September 2019 and is open for all colleagues to join regardless of their sexuality or gender identity. The network has over 30 members from across the institution and was reintroduced in alignment with the launch of rainbow lanyards, which are available for all colleagues to wear as a visible display of support to the LGBTQ community. So far over 300 lanyards have been distributed across all campuses.

Gender Pay Gap

An analysis of our pay gap data was carried out and the results and explanatory report published on the website and on the relevant Government website in March 2019. This showed:

- a mean gender pay gap of 9.2% - lower for women (compared to 15% for the UK HE Sector)

- a median gender pay gap of 8.6% - lower for women (compared to 14% for the UK HE Sector)

This analysis is repeated annually and published each March.

Cumbria Pride

Collaboration with UCSU focussing on campus vibrancy, resulted in students from our northern campuses being provided with free transport and the opportunity to attend a student networking session at the Fusehill Street Campus, ahead of the Cumbria Pride event at Carlisle Castle. This included a range of activities from charity and information stalls, live music and refreshments.

Trans Day of Remembrance

LGBTQ network members staffed stalls across the university to raise awareness of this date and provided colleagues the opportunity to sign up to recently acquired Trans e-training, collect a rainbow lanyard and increase awareness of internal and external signposting for support.

Disability

Over the summer the university improved the facilities for disabled people including disabled students. A changing places facility has been created in the main building in our Brampton Road campus. Changing places facilities provide enhanced access to those that cannot use standard accessible toilets. An additional adapted bedroom has been created within our Waddell Hall of residence at Lancaster, in response to increasing number of disabled students studying with us. This improves our overall level of anticipatory reasonable adjustments in terms of halls provision.

Equality Data Summary

Student Data

This data is based on the student HESA return for 2018/19.

Student Profile (Appendix 1, p6-p8)

The HE sector data is obtained from the Advance HE report – “Equality + Higher Education Students statistical report 2019”. The data is available in Appendix 1, but a summary of this data is highlighted in the following points:

- **The university continues to attract more female students, sitting at 66.5%. This is 9.5% more than the sector average and can be associated with offering courses that typically attract female students, such as health and education.**
- **Male retention rates have fallen since 17/18 by 9%, with all other areas showing improvement. This has negatively impacted the overall university retention, which has fallen by 3.5% since 17/18.**
- **Students achieving a 2:1 or first has fallen by 3.6% since 17/18.**

- **16% of the student cohort declared a disability compared to the sector average of 12.9%. The attainment of students with a disability has risen by 3.3% in terms of achieving a 2:1 or first.**

Staff Data

This data is based on the staff HESA return for 2018/19 and other data held within the HR/Payroll systems.

Staff Profile (Appendix 2, p9-p12)

The HE sector data is obtained from the Advance HE report – “Equality + Higher Education Staff statistical report 2019”. The data is available in Appendix 2, but a summary of this data is highlighted in the following points:

- **UoC has approximately 11.56% more female staff members than the sector.**
- **% BAME staff has increased, yet continues to be lower than the sector at 4.53% vs 9.8%.**
- **Staff declaring a disability is 4.93% higher than the sector.**
- **The transference of BAME candidates from applicant to offer stage has improved by 5.02%.**

Appendix 1 – Student data 2018-19

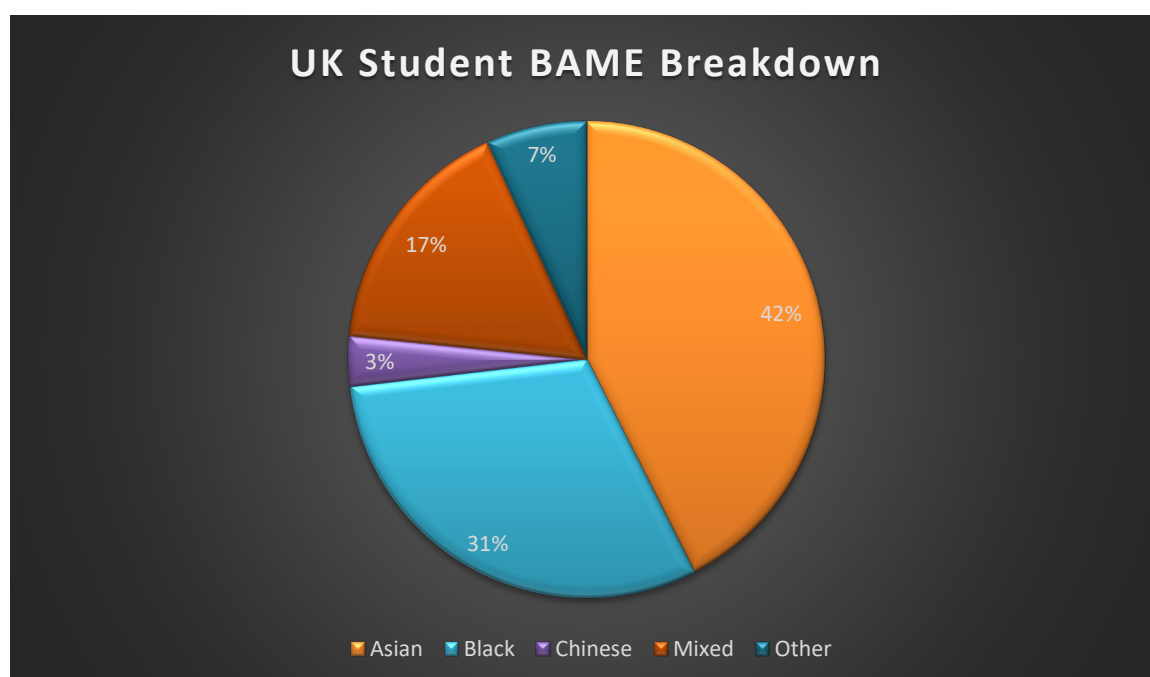
Student Profile and compared to the UK sector

Sex	All Students UoC		UK HE Sector
	%	Number	%
Female	66.5%	5053	57.0%
Male	33.3%	2527	43.0%
Other	0.2%	13	n/a
Total		7582	

Disability	All Students UoC		UK HE Sector
	%	Number	%
Known Disability	16%	1214	12.9%
No known disability	84.0%	6379	87.1%
Total		7582	

Ethnicity	All Students UoC		UK HE Sector
	%	Number	%
BAME*	14.0%	1062	23.6%
White	84.9%	6446	76.4%
Unknown or info refused	1.1%	85	1.6%
Total		7582	

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



*White makes up the remaining 76.4% as detailed in the above table on Ethnicity data.

Age*	All students UoC	
	%	Number
18-20	29.8%	2260
21-24	24.3%	1845
25-29	13.0%	986
30+	32.7%	2481
Unknown	0.3%	21
Total		7593

*Comparable UK HE sector not available

Religion or belief	All Students UoC		UK HE Sector
	%	Number	%
No religion	43.8%	3323	40.8%
Christian	41.1%	3124	26.9%
Muslim	7.4%	559	7.3%
Information refused	3.9%	299	10.4%
Spiritual	1.2%	94	1.1%
Any other religion or belief	1.1%	86	1.2%
Hindu	0.8%	63	1.5%
Buddhist	0.3%	24	1.4%
Sikh	0.2%	13	0.7%
Jewish	0.1%	7	0.4%
Not known	0.0%	1	7.7%
Total		7593	

Sexual orientation	All Students UoC		UK HE Sector
	%	Number	%
Heterosexual	85.8%	6513	69.3%
Info refused	6.4%	486	7.8%
Bisexual	3.5%	263	2.5%
Gay woman/lesbian	1.7%	126	0.6%
Gay man	1.4%	110	1.2%
Other	1.1%	84	1.3%
Blank	0.1%	11	17.3%
Total		7593	

Gender re-assignment	All Students UoC		UK HE Sector
	%	Number	%
Do you identify with the same gender you were assigned at birth? Yes	98.2%	7458	72.7%
Do you identify with the same gender you were assigned at birth? No	0.6%	49 (38 last year)	2.7%
Info refused	1.0%	75	2.9%
Blank	0.1%	11	21.8%
Total		7593	

Student Retention and Attainment

	Retention		2:1 and 1 st Degree Classifications	
	2017/18	2018/19	2017/18	2018/19
Male	90.7%	81.0%	62.7%	58.5%
Female	90.6%	90.7%	69.4%	66.6%
Disability	93.0%	94.7%	66.1%	69.4%
No Disability	90.4%	94.7%	67.6%	64.3%
White	90.3%	95.3%	68.6%	69.4%
BAME	89.0%	91.4%	60.5%	45.8%
Uni Avg	90.7%	87.2%	67.5%	63.9%

Appendix 2 - Staff data

Category		Head Count	% of total
Contract Type	Full Time	506	48.80%
	Part Time	531	51.20%
Sex	Male	353	34.04%
	Female	684	65.96%
Ethnicity	White	951	91.71%
	Black or Minority Ethnic	47	4.53%
	Not Known	39	3.76%
Disability	Disability	103	9.93%
	No Disability	881	84.96%
	Info refused	53	5.11%
	Not known	0	0%
Sexual Orientation	Heterosexual	887	82.05%
	Bisexual	20	1.85%
	Gay	19	1.76%
	Lesbian	13	1.2 %
	Information refused	142	13.14%

Staff equality data compared to HE sector

Equality Characteristic		UoC	UK HE Sector
Disability	Staff declaring a disability	9.93%	5%
	Non-disabled staff	84.96%	92.2%
	Info refused	5.11%	0%
	Not Known	0%	2.8%
Sex			
Sex	Female	65.96%	54.4%
	Male	34.04%	45.6%
Ethnicity			
Ethnicity	BAME	4.53%	9.8%
	White	91.71%	90.2%
	Not known	3.76%	0%
Sexual orientation			
Sexual orientation	Heterosexual	82.05%	49%
	Bisexual	1.85%	0.9%
	Gay	1.76%	1.3%
	Lesbian	1.2%	0.7%
	Other	0%	0.3%
	Information refused	13.14%	12.4%
	Not Known	0%	35.5%
Religion or belief			
Religion or belief	Christian	44.77%	21.3%
	Spiritual	1.94%	0.6%
	Muslim	1.48%	1.7%
	Buddhist	0.46%	0.5%
	Hindu	0.37%	1%
	Jewish	0%	0.4%
	Other	1.57%	1.9%
	No religion	37.65%	26.6%
	Information refused	11.75%	12.2%
	Not Known	0%	33.5%

Appendix 3 – EDI events for 2019 – 20.

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

The table below outlines the particular activities completed so far.

Date	Event	Particular activities undertaken to support the specific event
Sept 19	Staff LGBTQ Network Launch	3 rd September saw the launch of our new Staff LGBTQ Network, resulting in over 30 colleagues joining the network. Over 300 rainbow lanyards have been distributed across all campuses, for colleagues to wear as a visible display of LGBTQ support, in line with our Stonewall commitments
Sept 19	Cumbria Pride	Approximately 20 students from our northern campuses attended a networking session ahead of Cumbria Pride, with free transport provided to Fusehill Street from Ambleside and Lancaster.
Oct 19	Black History Month	A conference to close Black history Month was hosted at Fusehill Street and live-streamed to all other campuses. “Celebrating BAME Heritage in Cumbria” was delivered in collaboration with AWAZ Cumbria and UCSU and featured the High Sheriff of Cumbria, Mrs Marcia Reid-Fotheringham, Peter Foley MBE, Phil Hewitson and Professor Sally Elton-Chalcraft as keynote speakers.
Oct 19	Dyslexia Awareness Week	12 colleagues attended Dyslexia awareness sessions over a 2 week period commencing 7 th October, hosted by Caroline Briggs, Assistive Technology Officer. A webinar version will be accessible for colleagues to access in early 2020. Further training on “Creating accessible resources for students with learning difference”, was attended by 29 colleagues.

Oct 19	World Mental Health Day	A Festival of Mental Health including workshops, presentations and marketplace of information stalls was hosted at the Lancaster campus. The event was endorsed by Lord Melvin Bragg and opened by PVC Brian Webster-Henderson, with approximately 100 people in attendance. This year the event focussed on the Arts and was accompanied by an art exhibition and auction to support the local youth charity, Escape2Make.
Nov 19	Trans Day of Remembrance	Staff LGBTQ Network members hosted stalls university wide, distributing rainbow lanyards and providing signposting to colleagues. Network members promoted Trans e-training, with over 30 colleagues signing up. Social media coverage of the event resulted in 888 people viewing the story and 12 people share it on Instagram, with a further 416 views on Facebook.
Dec 19	Athena Swan	The university has reformed the Athena Swan Self-Assessment Team (SAT) to support a November 2020 resubmission for the institutional bronze award. Further details can be accessed here

Events planned for the future include:

Feb 20 LGBT History Month

The University will receive their Stonewall WEI feedback session and a related internal training delivered by Stonewall. A series of open events including film screenings, pizza making and open-mic nights have been scheduled by UCSU throughout the month.

Feb 20 Cultural Bazaar

The Institute of Education are collaborating with Multicultural Cumbria to deliver a mini bazaar on 10th February at our Fusehill Street campus for approximately 100 primary pupils. London based students will be sharing their culture through interactive sessions at the main cultural bazaar on 15th February.

March 20 International Women’s Day

Networking lunches to commemorate the date and support the Athena Swan resubmission are proposed across campuses.

March 20 University Mental Health Day

The Mental Health team will staff stands hosted in the libraries to offer advice and guidance to students on this day, in addition to ongoing services.

May 20 IDAHOT Day

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