

Equality and Diversity Annual Report 2016/17

[#BUed1617](#)

All Different: All Bournemouth University



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Equality and Diversity at BU



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1. Foreword

This report presents a summary of the activities across BU which support the Vision and Values of BU2018, including culture, spirit and the institutional / global footprint.

2016/17 has once again seen a broad range of equality and diversity activities with a variety of great speakers such as Paul Farmer, Chief Executive of Mind, Wendy Williams, Her Majesty's Inspector of Constabulary (HMIC) and Jack Rutter, the Captain of the GB Cerebral Palsy football team. We have seen the Equality and Diversity mental and outreach work at BU being recognised by the Funding Council as sector-leading and innovative. BU also committed to become a Stonewall Global Diversity Champion and completed our biannual Equal Pay Review during 2016.

A review of available data has shown the proportion of BME students and staff continued to increase over the last four years. There has been a continued increase in the proportion of female students studying at BU. Whilst the proportion of disabled students remains above the sector average, the staff profile has remained stable.

We would like to thank students, staff and members of the wider community who have worked with BU to deliver this programme of work which would not have been achieved without their engagement. We will look to continue this engagement as we progress the ambitious programme of work for 2017/18.

Finally, we would like to take this opportunity to thank Professor Christine Maggs for being the previous chair of the Equality and Diversity Steering Group (EDSG). We especially recognise her contribution to the high quality of the work.

If you want to find out more about the work undertaken during 2016/17 please read this report, see our [Storify](#), or watch the annual report video.

Karen Parker, Associate Director of Human Resources and Chair of the Equality and Diversity Steering Group

Jim Andrews, Chief Operating Officer and University's Lead Director for Equality and Diversity

Charlie Souter-Phillips, SUBU Vice-President, Welfare 2016/17

2. Equality and diversity at BU: headlines for 2016/17

2.1 Policy

- A revised Equality Analysis procedure has been launched and implemented.
- BU continued to subscribe to the [Equality Challenge Unit \(ECU\) membership service](#) which resulted in its membership of the Athena SWAN and Race charters.
- The Head of Student Services has led a University Leadership Team (ULT) group on inclusive learning. This has resulted in ULT agreeing that all staff should be encouraged to use lecture capture where available. The Centre for Excellence in Learning (CEL) is leading on trying to embed inclusive learning practices generally at BU.
- The Equality and Diversity [mental health](#) and [outreach work](#) at BU has been recognised by the Funding Council as sector-leading and innovative.
- SUBU has been awarded [level 2](#) in Investors in Diversity.
- The Student Parents policy was finalised.
- The Transgender inclusion policy and procedure was finalised.
- [David Ruebain](#) the Chief Executive of ECU visited BU to meet with the Vice-Chancellor, Chief Operating Officer and the Equality and Diversity Adviser to discuss how the ECU can continue to provide assistance.

2.2 Students

- The Good Lad programme delivered another development event to 35 sports captains from the men and women teams and committee members of clubs and societies.
- An Interfaith group has been formed and started to meet during 2016/17. The remit of this group is to ensure that the needs of all different faith groups are considered at BU. The Interfaith group is a subgroup of the Equality and Diversity Steering Group.
- A changing places scheme facility was launched.
- To mark Black History Month, the [Department of Media Production](#) ran a one-day event which explores the issue of under-representation of British Black Asian Minority Ethnic (BAME) students within the media disciplines. SUBU supported this event by running a focus group with students.
- Academics from Coventry University visited BU as part of Black History Month 2016 to talk about Decolonising the University.
- Equality and Diversity development sessions have been delivered to the Faculty of Health and Social Sciences students.
- There has been greater engagement in E&D demonstrated by a continued increase in the number of [BU students](#) agreeing to be filmed talking about what the impact of attending the Equality and Diversity events has had on their personal and professional development.
- Minerva Scientifica worked with students from Ferndown Upper School to deliver a STEMM Workshop and Music Performance Project developed by Electric Voice Theatre for the School in collaboration with Soroptimist International Bournemouth and Bournemouth University

- A Developing Women Leaders event was held to mark [International Women's Day](#). It was a panel discussion featuring industry guest speakers which considered some of the gender challenges within the workplace and provided tips for students hoping to undertake future leadership roles.
- The Students' Union at Bournemouth University (SUBU) held its [second](#) Pride March during Lesbian, Gay, Bisexual, and Transgender (LGBT) history Month.
- A [BU student](#) agreed to talk to fellow students, staff and the wider community about their own lived experience of mental health issues.
- [Additional Learning Support \(ALS\)](#) has been embracing SITS this year and now runs a successful student online registration that the Faculties can run reports from to be aware of their students' disabilities and reasonable adjustments.
- ALS has had its first DSA-QAG audit, which was successful with minimal actions for completion.
- 1,700 students have been supported this year by the Additional Learning Support Service.
- [DisabledGo entry](#) has been updated.

2.3 Staff

- Dignity and Wellbeing Advisers service was launched.
- Athena SWAN Parents and Carers Survey findings was published.
- The Faculty of Health and Social Sciences and the Departments of Archaeology, Anthropology & Forensic Science, Computing & Informatics, Life & Environmental Sciences and Psychology made [Athena SWAN](#) submissions.
- The [Head of Policy](#) at the Equality Challenge Unit visited BU to talk about Race in Higher Education.
- Equal pay review for 2016 has been completed.
- Promoting Good Relations, Dignity and Respect and Unconscious Bias staff development sessions have been advertised and delivered.
- The 2016 professional and support pay progression round is currently in progress and will be finished by the end of November 2017. Details to be share later within the academic year.
- The 2016/17 academic staff pay progression and promotion round is currently in progress and will be finished by the end of November 2017. Details to be shared later within the academic year.
- BU self-assessed itself against the Disability Confident principles (Level 1) and formally signed up to the scheme which replaces the "Two Ticks" scheme
- Estates became a Business Disability Forum member.

2.4 Community

- To mark [World Mental Health Day 2016](#) a series of videos focusing on [becoming](#) and being a mental health carer were launched. In addition, a video which [provides](#)

information to [mental health carers](#) about getting the best out of services and talking about the challenges faced was published at the same time.

- [“It’s Time to Talk about Mental Health Issues”](#) paper was delivered at the Equality Challenge Unit (ECU) national conference in November 2016, which discussed how mental health media work has developed over the last couple of years.
- SUBU, as part of [Disability History Month 2017](#), screened ‘The Ugly Face of Disability Hate Crime’ documentary which was followed by a panel discussion.
- Four equality and diversity development events were provided to [AFC Bournemouth](#) staff.
- A response to the [House of Commons Health Committee](#) inquiry on children and young people’s mental health was provided by BU.
- BU, on behalf of the first Prejudice Free Dorset group, hosted a [Tell Mama](#) development event at the University.
- The role of Equality and Diversity Administrator was advertised and recruited.
- A submission was made to the Guardian Awards to talk about the mental health project work between BU and Dorset HealthCare University Foundation Trust.
- Her Majesty’s Inspectorate (HMI) of Constabulary, [Wendy Williams](#) delivered a talk for International Women’s Day on her experience of being a female in a senior leadership role. This was a collaborative project between Dorset Police and the Police Crime Commissioner for Dorset.
- BU hosted Bournemouth Soroptimist STEMM challenge event for the fourth year running.
- The Equality and Diversity Adviser became Vice-Chair of the [Prejudice Free Dorset](#) Network.
- The Shrievalty project for 2016/17, which was hosted by the High Sheriff for Dorset, had a homeless focus.
- A peer reviewed paper was submitted and accepted for the Equality Challenge Unit (ECU) 2017 national conference. It will talk about the [“Respect work”](#) at BU and is a collaborative presentation between the University and its Students’ Union.
- A bid was made to the Higher Education Funding Council (HEFCE) Catalyst Fund on - [Tackling hate crime and online harassment](#). The project is a collaboration between SUBU and the following external organisations: Dorset Police, Police Crime Commissioner for Dorset, Wessex Crown Prosecution Service, Access Dorset, Dorset Race Equality Council and Intercom Trust.
- BU, in partnership with other local organisations, supported the [Dorset One World Festival](#), an event organised by Dorset Race Equality Council.
- The Equality and Diversity team received 8,126 average daily impressions and 1,072 post likes via the [Equality at BU](#) Twitter account between September 2016 and July 2017. There is increased interest in social media work when marking equality and diversity events.

2.5 Reports, appeals and complaints

- There were 5 reported hate incidents/crimes which affected BU staff and students on and off-campus. This increase can be attributed to international and national developments which have affected the region. Apart from these, there were only two incidents, which is similar to previous years.
- During the reporting period, there was 1 academic appeal and no academic complaints that raised 'equality and diversity' elements at the Central Review Stage. An analysis of the cases shows that the majority of the complaints/appeals were not upheld because the student was unable to substantiate their claim. All academic-related complaints are handled by Academic Services. In addition to the above there was one non-academic complaint handled by Student Services.
- There were 4 formal complaints from staff on equality related grounds.

3. Impact

This part of the report provides an overview of the impact of the Office for Fair Access funded Equality and Diversity events. The following conclusions can be drawn:

- A higher proportion, (55%), of new people attending an equality and diversity event, (Image 1).
- 87% of individuals who attended one of the specific talks felt that they have learnt or experienced something that would change their behaviour or the way in which they work, (Image 2).
- Over 700 attendees would recommend attending events in the future, (Image 3).
- We can also see individuals confirming that the level of knowledge in the subject area had increased, (Image 4 and 5).

3.1 Equality & Diversity Events 2016/17

Have you attended a BU equality event in the past?

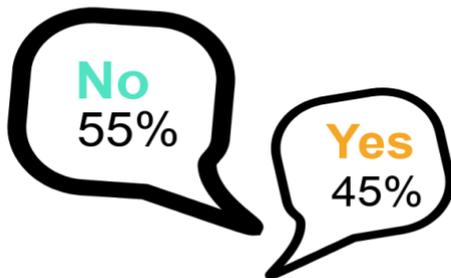


Image 1

Have you learnt or experienced something at this event that will change the way you work, live or think?



Image 2

On a scale of 1 to 10 how likely are you to recommend this event to a colleague, friend or family member?

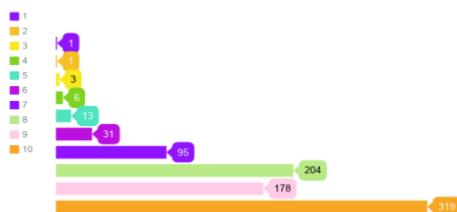


Image 3

What was your level of knowledge/confidence on this topic before the event?

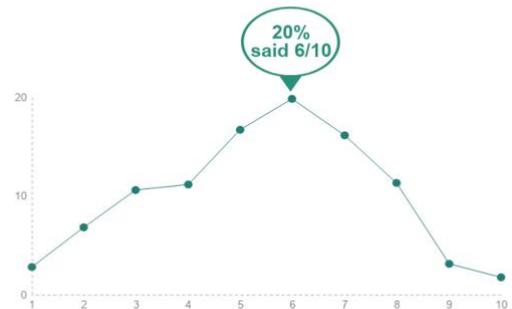


Image 4

What is your level of knowledge/confidence on this topic now (after attending the event)?

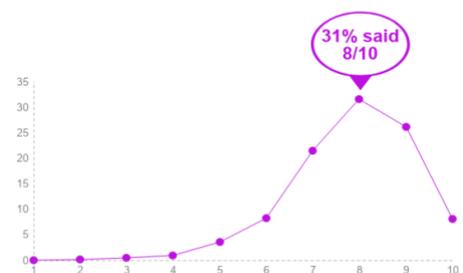


Image 5

An analysis of the qualitative feedback shows the events have provided educational opportunities to the attendees. Image 6 shows that the work has helped the attendees to increase their knowledge of mental health issues, gain a better understanding of being a carer, consider their own behaviours as a leader and raise their awareness of disability. We can also see individuals have decided to volunteer in their wider community and have reconsidered their position on specific issues, such as sexual orientation.

What has been the impact of the 2016/17 E&D events?



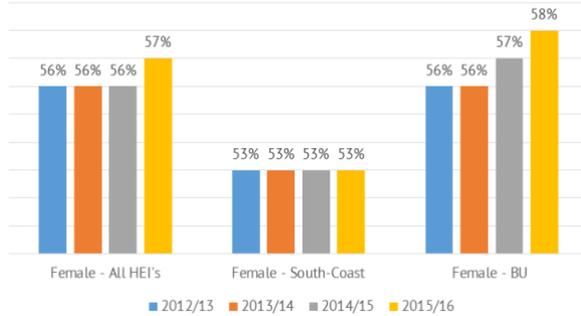
Image 6

4. Equality data

This part of the annual report provides an overview of student and staff equality data including student and staff headcount as well as attainment. Four-year trends are shown for some student and staff data from the Higher Educational Statistical Agency (HESA). This report makes comparisons for BU data from HESA with the sector, (all HEIs), and with south-coast HEIs. BU student data is provided by BU Student Administration and drawn from both Academic Standards and on-line registration data, which cannot be compared with national statistics. A Faculty and Professional Service equality and diversity profile will be provided at the January 2018 Equality and Diversity Steering Group meeting for further discussion and consideration. Written percentages have been rounded (to the nearest 1%) and may not total 100%.

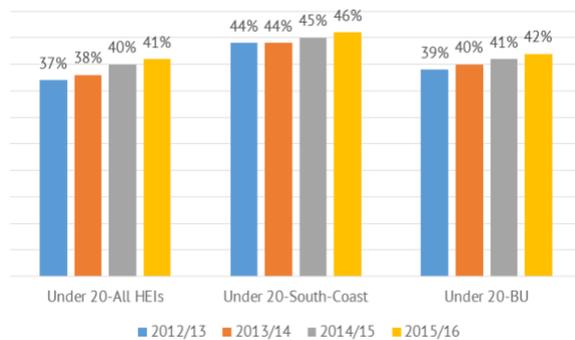
4.1 HESA student equality data for all HEIs, south-coast and BU: four-year trend

4.1.1 Student gender at BU compared with all HEIs/South-Coast HEIs



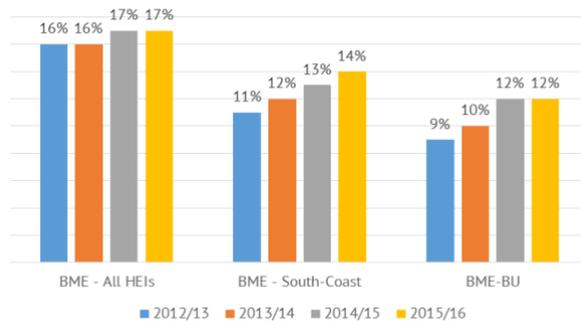
The percentage of female students in each of the three university categories has continued to be generally stable, with BU being very similar to the sector (all HEIs) and with a higher % female than for south-coast HEIs. Given the general stability in all university groupings, the continued rise may be significant.

4.1.2 Student age profile (% under 21) at BU compared with all HEIs/South-Coast HEIs



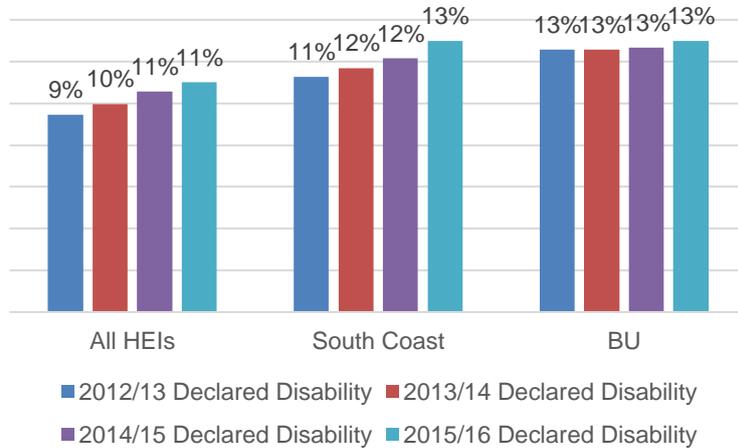
South-coast HEIs continue to have a much younger student population than the sector (all HEIs), which includes many big-city universities. The BU student population is more similar to the sector than to the south-coast HEIs but it is getting younger each year and hence moving towards the age profile of the south-coast HEIs.

4.1.3 BME student profile at BU compared with all HEIs/South-Coast HEIs



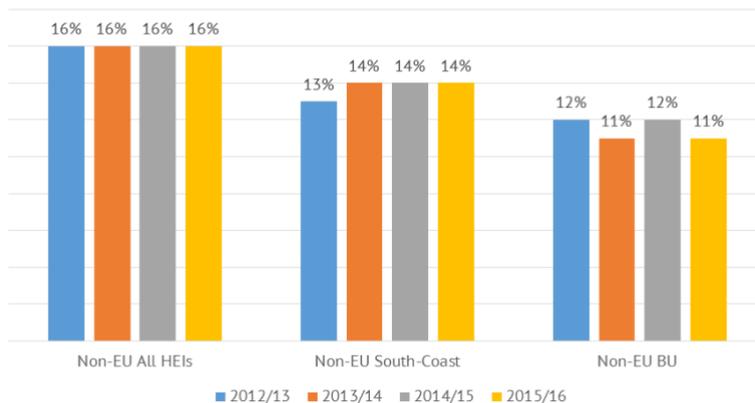
BU and other south-coast HEIs have a much lower proportion of BME students than the sector, (all HEIs), which includes many big-city universities. However, the proportion of BME students continues to increase in the South-Coast and has remained stable over the last two years at BU.

4.1.4 Student disability at BU compared with all HEIs/South Coast HEIs



The percentage of BU students declaring a disability is higher than for all HEI's over the last four years. The percentage of disabled students has increased for the South-Coast group and is at similar levels at BU by 2015/16.

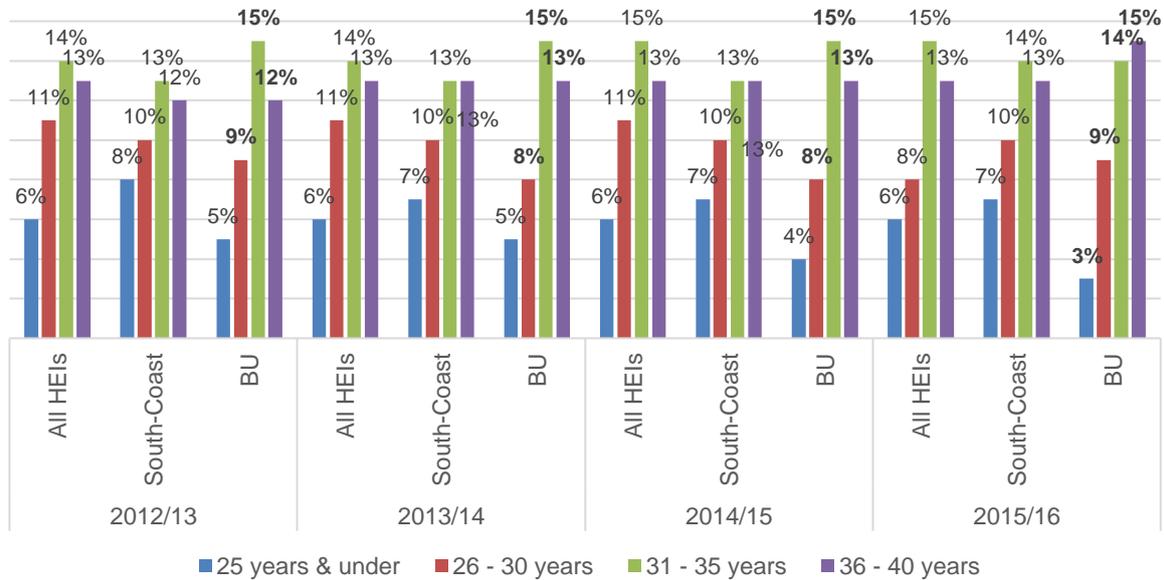
4.1.5 Non-EU students at BU compared with all HEIs/South-Coast HEIs



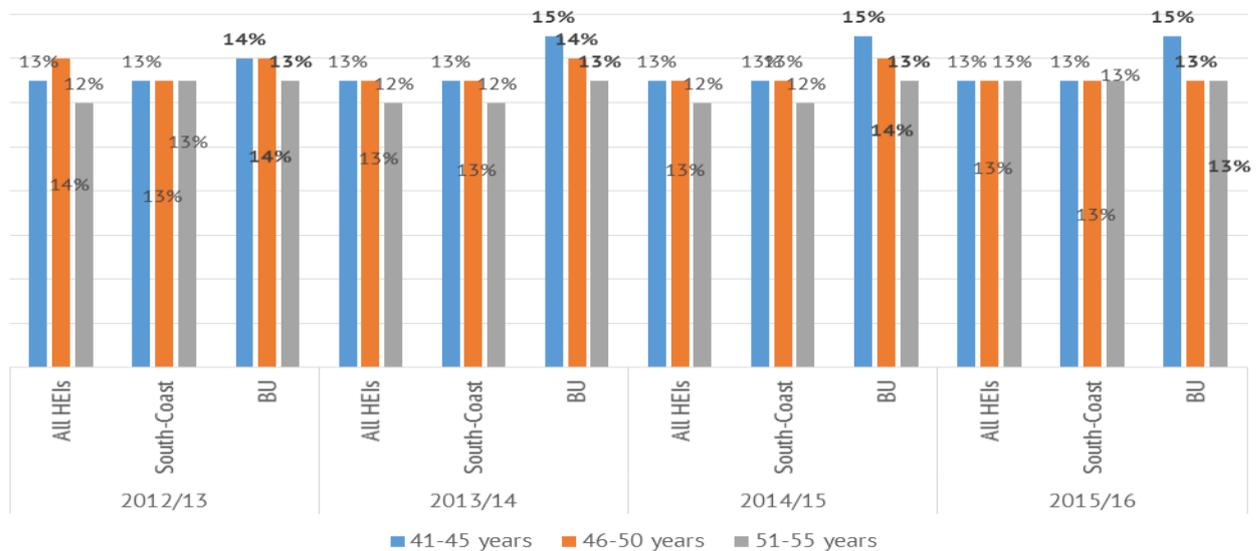
The percentage of non-EU students in each of the three university categories is generally stable. It has continued to be lower at BU than the south-coast HEIs average, which is lower than the sector (all HEIs).

4.2 HESA staff equality data for all HEIs, south-coast and BU: four-year trend

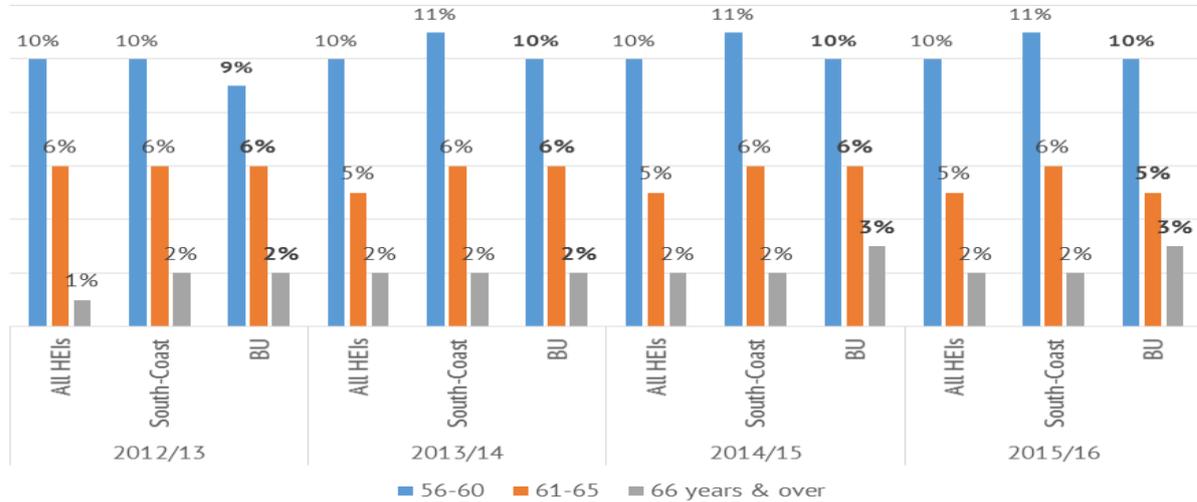
4.2.1 Staff under 40, by age group, at BU compared with all HEIs/South-Coast HEIs



4.2.2 Staff aged between 41-55 and over, by age group, at BU compared with all HEIs/South-Coast HEIs

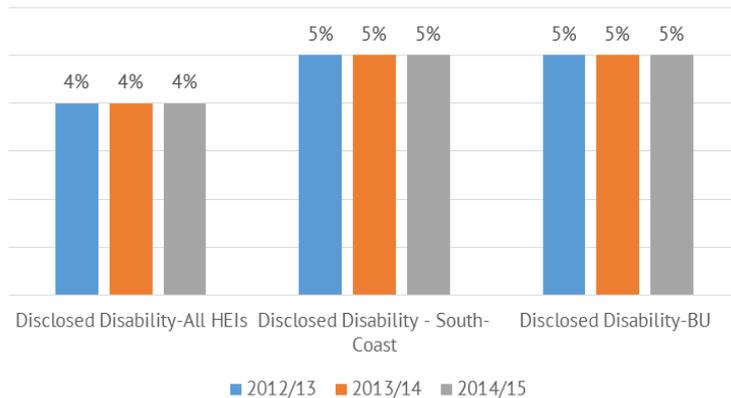


4.2.3 Staff aged over 56 and over, by age group, at BU compared with all HEIs/South-Coast HEIs



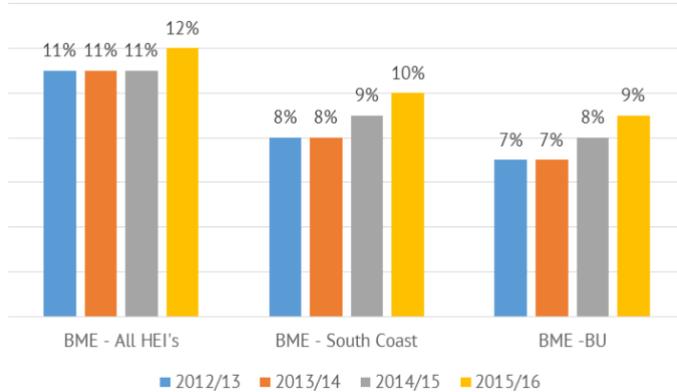
Comparison of staff age profiles for three years at BU versus the south-coast HEIs and the sector average shows that BU continues to have a lower proportion of very young staff (<25) compared to the sector and a slightly higher, and rising, proportion of older staff (65+).

4.2.4 BU disability staff profile compared against all HEIs/South-Coast



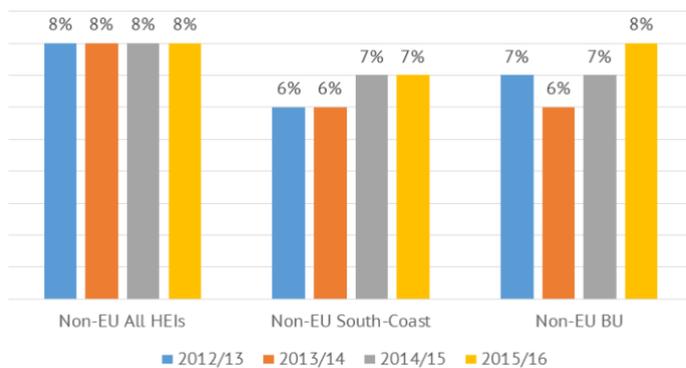
There continues to be a similar proportion of staff who have a declared disability in each of the three university groupings, with slightly higher proportions in south-coast HEIs and BU than across the sector.

4.2.5 BU BME staff profile compared against all HEIs/South-Coast



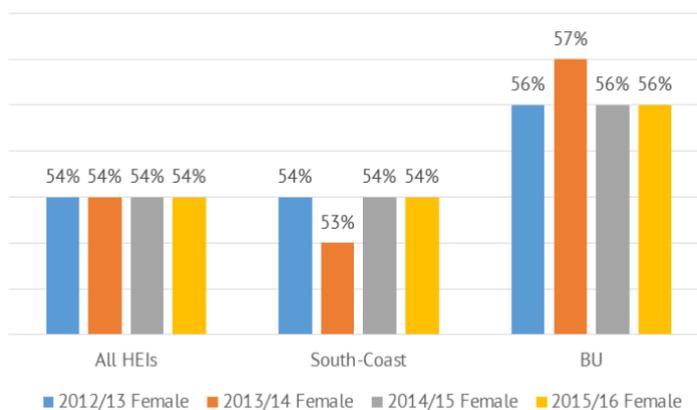
The proportion of BME staff continues to increase slightly year on year in each of the three university groupings, with lower proportions in south-coast HEIs and BU than across the sector.

4.2.6 BU staff nationality (non-EU) profile compared against all HEIs/South-Coast



The percentage of non-EU staff in each of the three university categories continues to be generally stable. By 2015/16 BU was reflecting the sector average (all HEIs).

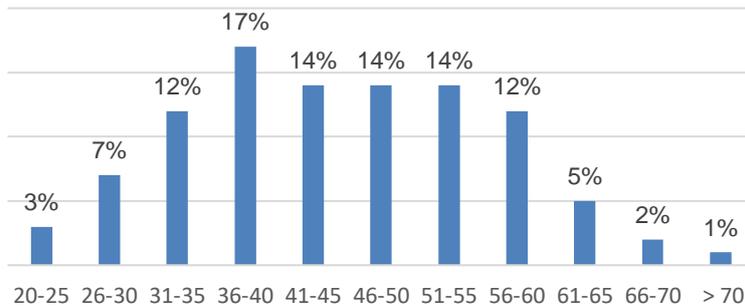
4.2.7 BU staff gender at BU compared with all HEIs/South-Coast HEIs



When compared to the sector and the South Coast, BU continues to have a higher proportion of female staff.

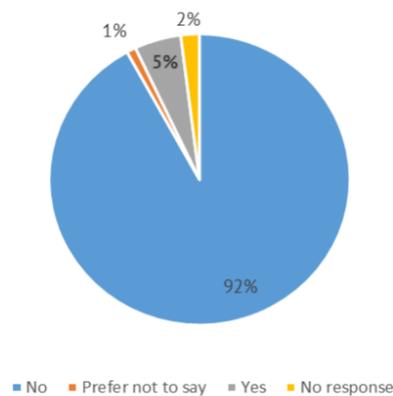
4.3 Bournemouth staff university equality data 2016/17

4.3.1 BU staff age



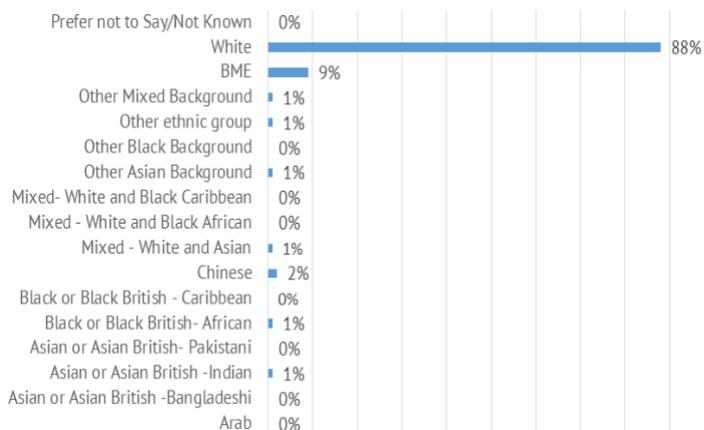
The majority of staff are aged 36-55, but some older staff include ages 61 to >70.

4.3.2 BU disability staff profile



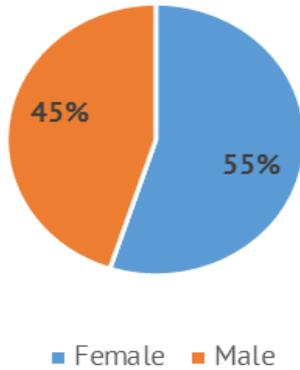
The great majority of staff continue to indicate no disability; 5% disclosed a disability which is line with HESA data.

4.3.3 BU staff ethnicity (home/international)



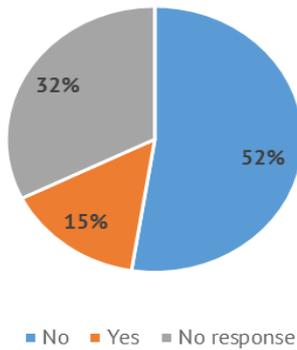
The majority of staff are white. 9% of BU staff are BME. The breakdown across groupings indicates that the largest ethnic minority is Chinese staff.

4.3.4 BU staff gender profile



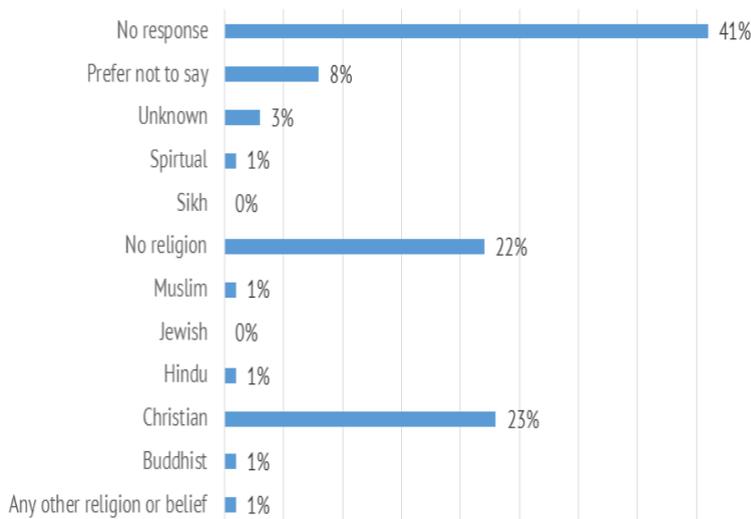
The gender balance of all staff shows a continued female bias in the data.

4.3.4 BU staff parents



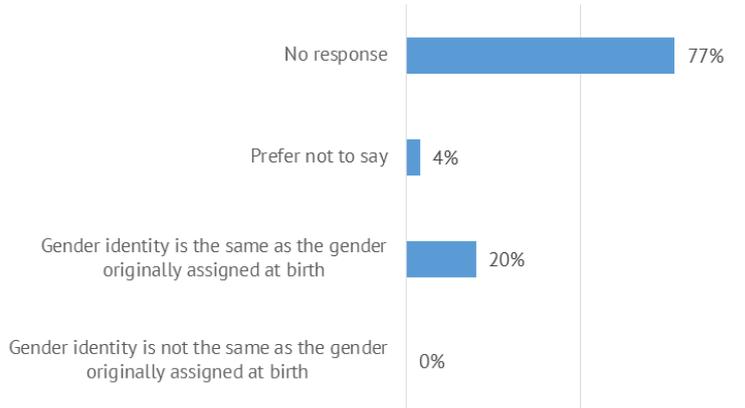
The majority of staff who responded to this question reported that they were not parents. More work needs to be clarify the position of staff who did not respond.

4.3.4 BU staff religion and belief



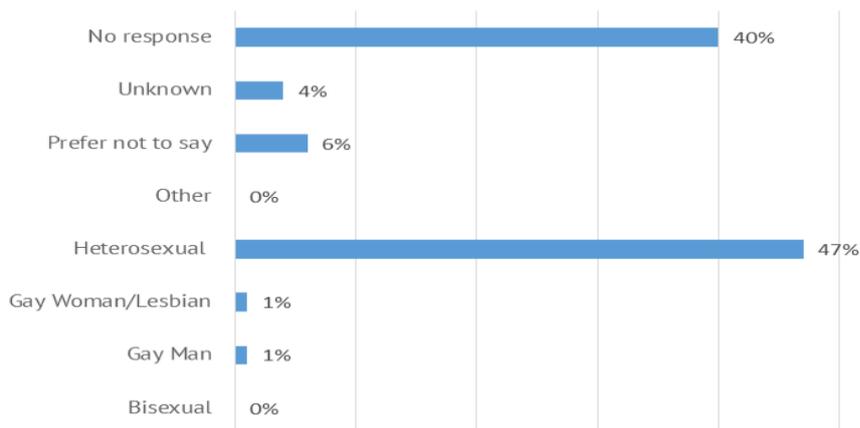
The majority of staff did not respond to the questions about religion and belief; of those who did the vast majority identified themselves as Christian.

4.3.5 BU staff gender reassignment



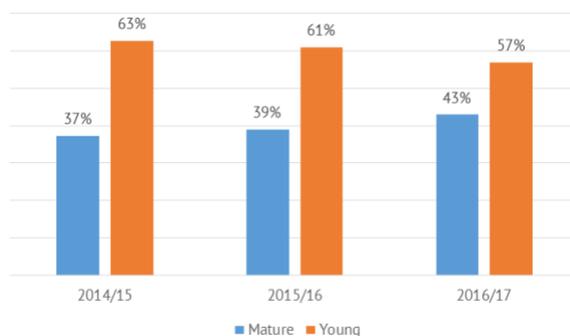
The majority of staff did not respond to the questions about sexual orientation/gender reassignment; of those who did the vast majority had the same gender identity as at birth, and were heterosexual, (2% of the population were gay or lesbian).

4.3.6 BU staff sexual orientation



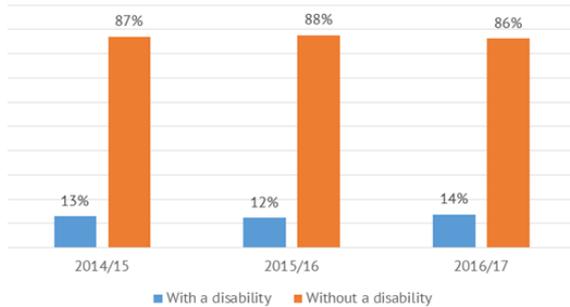
4.4 Bournemouth student's university equality data 2016/17

4.4.1 BU student age profile



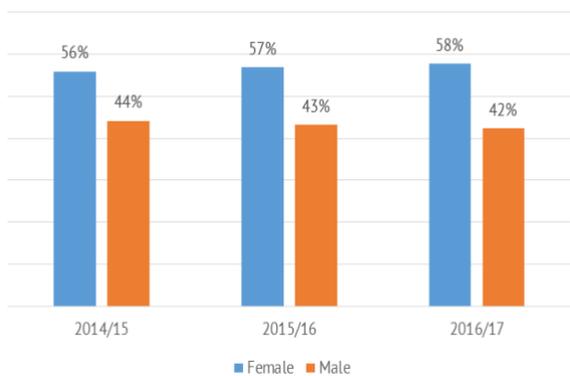
The proportion of young students has gradually declined over the last three years. Whereas the proportion of mature students has increased.

4.4.2 BU disabled student profile



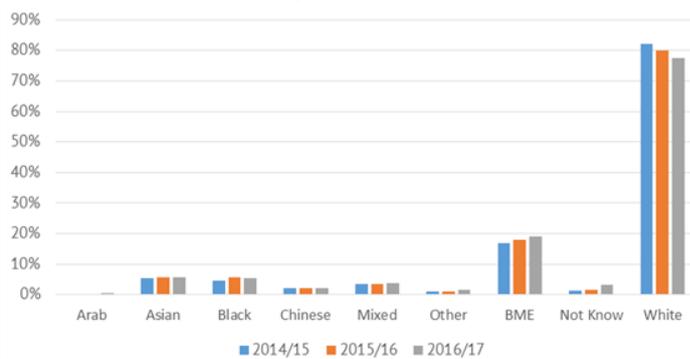
The proportion of disabled students has remained stable over the last three years.

4.4.3 BU student gender profile



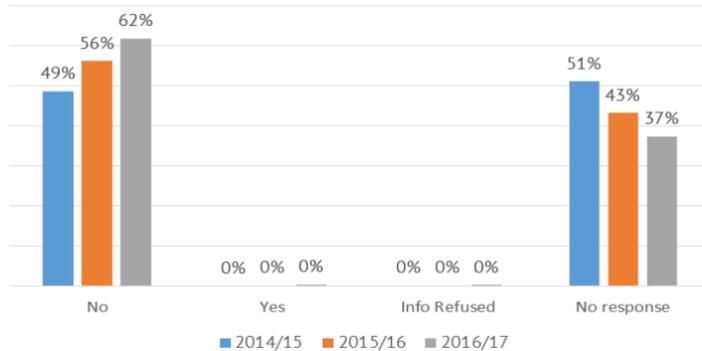
A higher proportion of female students are enrolled on BU with a small increase over the last three years.

4.4.4 BU student race profile



The proportion of BME students has progressively increased over the last three years and reached 18% by 2016/17.

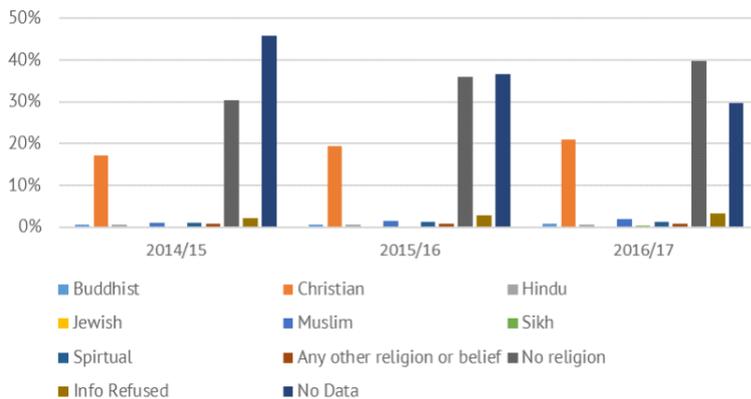
4.4.5 BU student gender reassignment profile



Given the majority of the responses are either no or no response is provided the data is of limited value. There has been a 13% decrease over the last three years

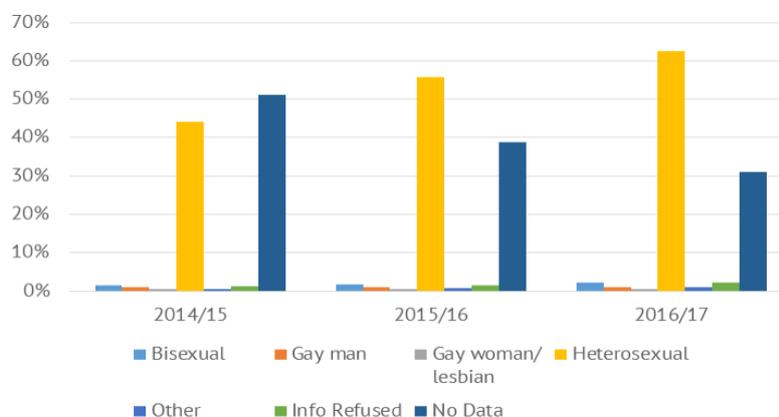
A total of 78 students have disclosed their gender identity does not match their sex registered at birth.

4.4.6 BU religion and belief student profile



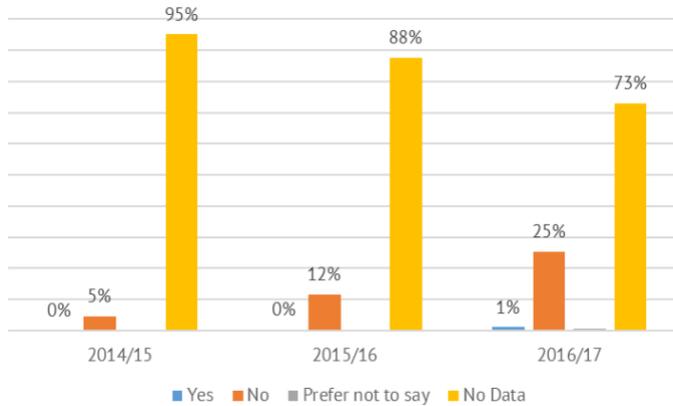
The proportion of students disclosing their faith as Christian has increased from 17% to 21% over the last three years. The proportion of students not providing any data in response to this question has decreased by 16% since 2014/15. The proportion of students not identifying any religion has increased from 30% to 40% by 2016/17.

4.4.7 BU sexual orientation student profile



The proportion of lesbian, gay or bisexual students has remained at between 1 and 2% over the last three years. The proportion of students not disclosing any information concerning their gender has reduced by 14% over the reporting period.

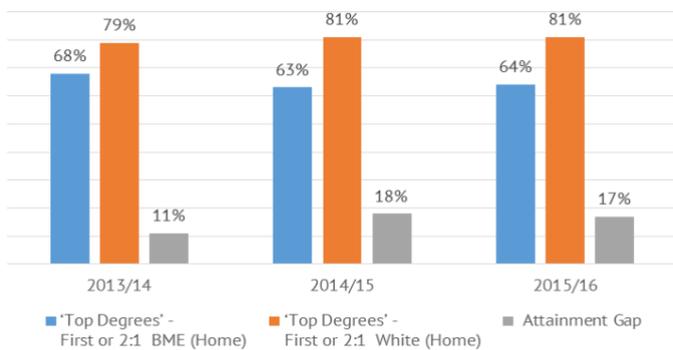
4.4.8 BU student profile with caring responsibilities



A small proportion (1%) of students as part of the 2016/17 enrolment have disclosed that they have caring responsibilities. This academic year was the first year BU has asked students this question.

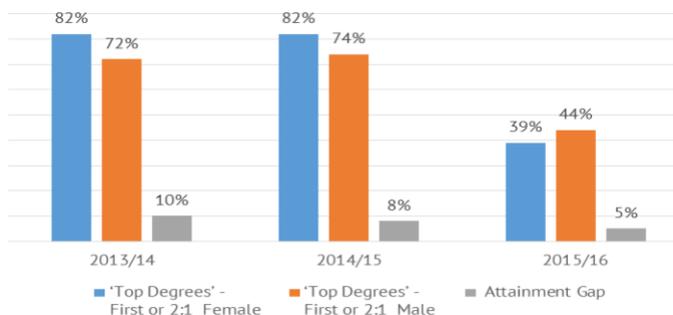
4.5 Attainment

4.5.1 Black Minority Ethnic (BME) students



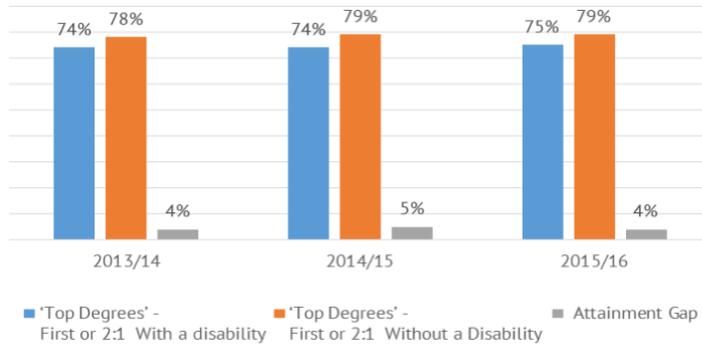
The BME attainment gap was 17% by 2015/16. The sector average for this year was 15% (ECU:2017). BU is therefore 2% above the sector average.

4.5.2 Gender



The gender attainment gap has reduced from 10% to 5% by 2015/16. The sector average for 2015/16 was 4% (ECU:2017). BU is therefore 1% above the sector average.

4.5.3 Disability



The disability attainment gap has reduced from 10% to 4% by 2015/16 at BU. The sector average for 2015/16 was 1% (ECU:2017). BU is therefore 3% above the national average.

5. Equality and diversity work programme for 2017/18 will include:

Equality and Diversity work programme 2017/18
BU and SUBU
BU and SUBU, through the Prejudice Free Dorset network, will continue to work together to raise awareness of hate crime and the support available within and outside the University.
Continue to mark the following national equality and diversity events: Black History Month; World Mental Health Day; Hate Crime Awareness week; Disability History Month; Carers Rights Day; International Day for the Elimination of Violence Against Women; Women’s Aid 16 Days of Action Campaign; LGBT History Month; Eating Disorder Week; University Mental Health Day; International Women’s Day; International Day Against Homophobia and Transphobia; Mental Health Week.
BU
Promote BU becoming a Stonewall Global Diversity Champion and make a submission to the Global Workplace Equality Index.
Host an Athena SWAN workshop facilitated by the Equality Challenge Unit to support the BU new institutional and departmental submissions.
Continue to support and progress the BU, faculty and departmental Athena SWAN work. This will involve starting an institutional Athena SWAN submission under the new criteria and making a new submission in 2018.
Progress the Race charter work at BU which will involve providing specific development opportunities for self-assessment team members, publishing the student and staff surveys and undertaking other relevant activities as part of the process of self-assessment in preparation for a bronze submission during 2019.
Provide staff development sessions to raise awareness of the Transgender Inclusion policy and procedure.
Continue to self-assess against the Disability Confident principles and become a Disability Confident – Employer.
Develop and publish a Carers policy.
Launch the BU Respect campaign at key stages throughout the academic year.
Continue to deliver equality and diversity development sessions to students and staff which will cover topics such as Promoting Good Relations and Dignity and Respect.
Provide support to equality and diversity aspects of the BU 2021 Research Excellence Framework submission.
Deliver equality and diversity development opportunities to AFC Bournemouth staff
Update maternity and paternity policy for staff
Continue embedding Equality Analysis within the work of Faculties and Professional Services
Progress Equal pay work and gender pay reporting
Develop and publish a disability guide for staff
SUBU
The Mental Health Zone - which aims to raise awareness of, and reduce the stigma around mental health, as well as promoting positive wellbeing to students at Bournemouth University

Equality and Diversity work programme 2017/18

Work collaboratively with SportBU, Victoria Education Centre and AFC Bournemouth in the introduction of an Inclusions Sports League, creating an opportunity for Disabled Students at BU to begin accessing competitive sports.

Launch a number of Liberation Campaigns. These Campaigns will provide a community made up of, and led by, students who self-identify as either, Black or Minority Ethnic, Disabled, LGBT and Women, or any combination, to build friendships, share experiences, discuss issues, raise awareness and campaign for change.

Prioritise campaigns that increase the understanding of consent, healthy relationships and responsible sexual health which underpins our commitment to tackling issues of gender based violence.

6. Endnotes

- This annual report covers the period 31 July 2016-1 August 2017.
- HESA student and staff data have been provided by PRIME.
- Student data has been provided by Student Administration.
- Staff data has been provided by Human Resources.
- Equality in Higher Education: students statistical report 2017. Equality Challenge Unit. London.