



Equality, Diversity and Inclusion Annual Report 2017

We wholeheartedly welcome and celebrate diversity and recognise that this is our strength. This report outlines key achievements of the past year and the challenges we are still facing. It also includes the steps we are taking to fulfil our intention for UCLan to be a place where everyone can be themselves and transform lives.

We have already achieved a great deal to drive the equality agenda forward but there is much more that we need and want to achieve.

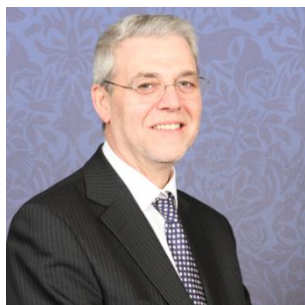
I hope you find the report useful and look forward to working with you to further enhance diversity in our university.



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Welcome



“Our diverse staff and student community is the beating heart of our institution and essential to our continuing success. Our university values of trust, compassion, common sense, teamwork and attention to detail underpin our equality strategy; equality is at the heart of what we do.”

Professor Mike Thomas, Vice-Chancellor



“We believe that we are all part of one campus community and work hard to ensure that equality, diversity and inclusion are essential parts of all of our activities.”

***Sana Iqbal,
Students' Union President***

Introduction

The University of Central Lancashire (UCLan) was founded in 1828. Today UCLan is one of the UK's largest universities with a student and staff community approaching 31,000 and we are one of the largest employers in Preston. Whilst international in reach and outlook, UCLan is extremely proud of its roots in the City of Preston and a long tradition of attracting students from diverse communities and neighbourhoods across the Northwest.

Our £200 million Campus Masterplan development is underway and over the next 10 years will create a world-class educational environment that blends the new facilities with the creation of new and revitalised public spaces enhancing the University, the City of Preston and the economy of the region.

The Equality Act 2010 places a general duty on all public sector organisations to have due regard to the need to eliminate discrimination, victimisation and harassment, advance equality of opportunity between people who share a protected characteristic and foster good relations. The duty covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation. Consideration of these 'protected characteristics' must be given in relation to employment, education and service provision. UCLan has a legal duty to collect and publish equality information. This is our annual report and is available on our web pages; a summary is available in alternative formats upon request. Whilst this report responds to the University's duties and obligations, it also supports our core Equality, Diversity and Inclusion strategic aims. Staff data used in this report relates to the period up to October 2017 and student data 2015/16.

University vision:

We create positive change in our students, staff, business partners and wider communities, enabling them to develop their full potential by providing excellent learning, innovation and research.

Our Equality, Diversity and Inclusion mission is to: *“strengthen and promote a welcoming culture of equality, diversity and inclusion for our diverse community of staff, students and visitors; for our campus environments to be places where everyone can feel safe, valued and supported”*.

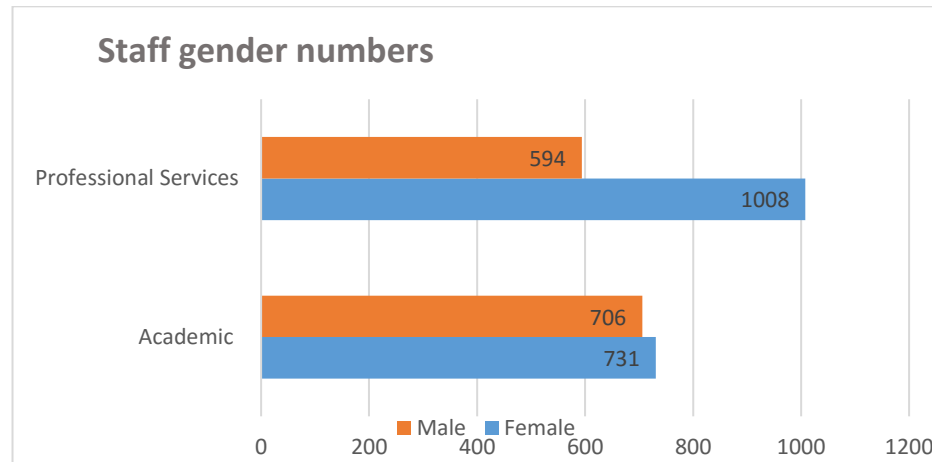
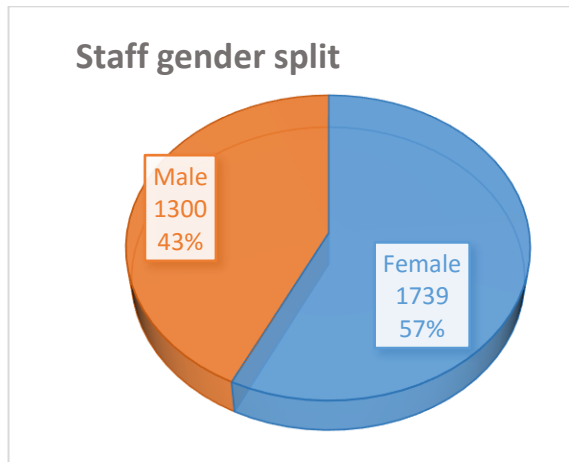
Our equality objectives were agreed following extensive consultation in 2016. They strengthen our commitment to equality, diversity and inclusion by providing a clear and simple overarching framework, together with a brief action plan to help us monitor and deliver our goals.

Equality objectives 2016-2020:

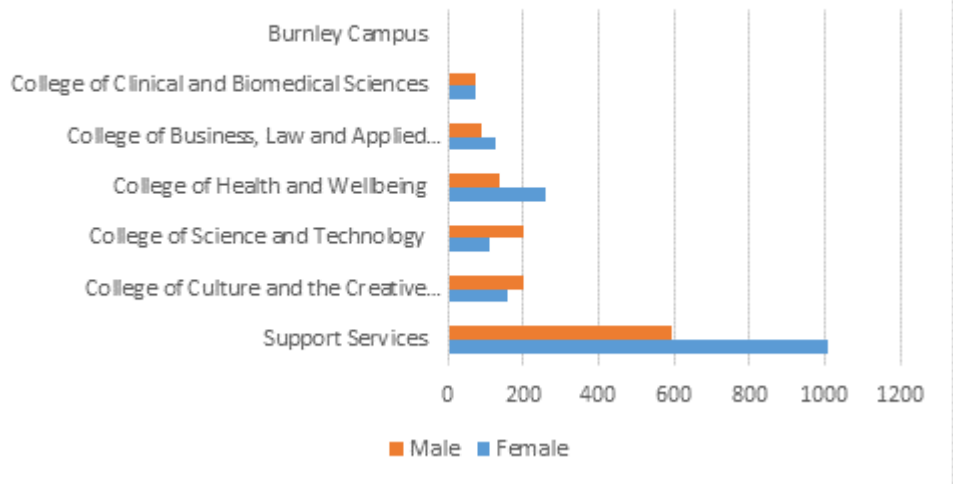
- 1 **Valuing and engaging people** – *where all staff, students and partners feel their contribution is valued and they feel fully engaged with the university*
- 2 **Ensuring Fair processes and inclusion** – *enhancing the work and study environments, ensuring consistency and fairness in all that we do and that our inclusion agenda is prominent and understood.*
- 3 **Empowering protected groups** - *for all staff and students to thrive and succeed*
- 4 **Embedding diversity, dignity and wellbeing** – *ensuring everyone has a role to play in improving our functions, services, environment, culture and behaviour.*

Key Facts and Figures 2016/17:

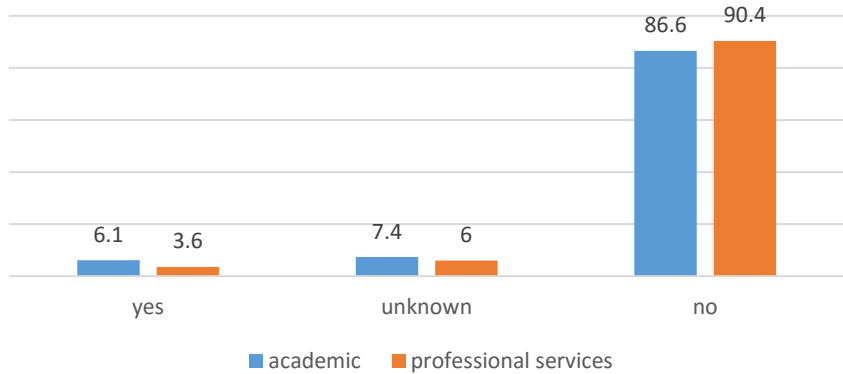
As at October 2017, UCLan employed 3039 staff:



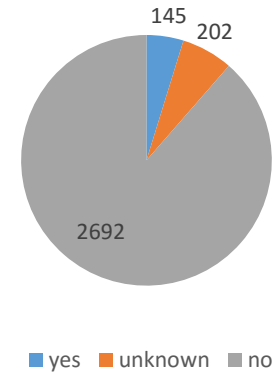
Gender Profile



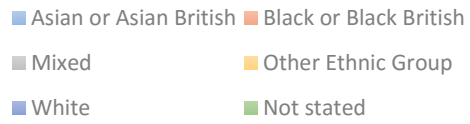
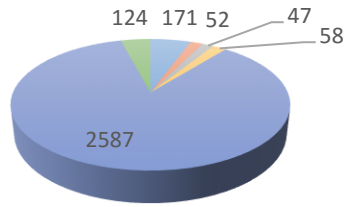
Staff with disabilities %



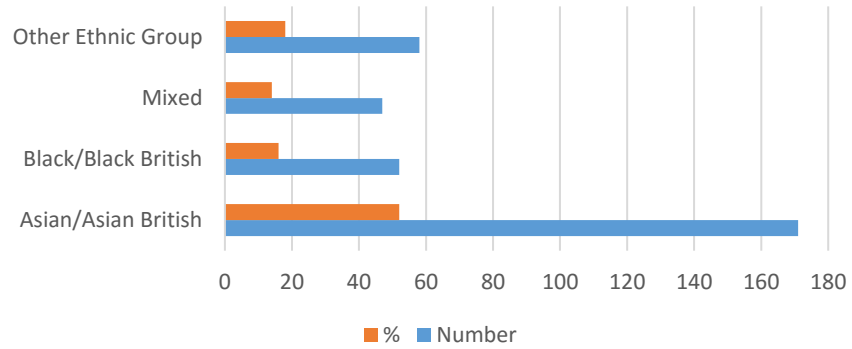
Staff disability numbers



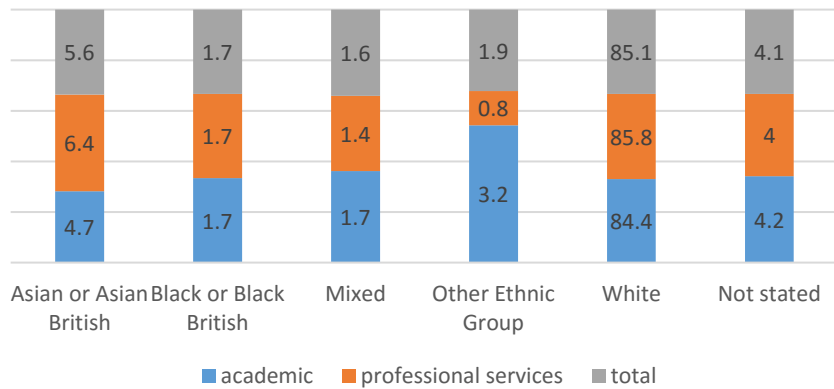
Staff ethnicity numbers



Staff ethnicity breakdown of 10.8% BME



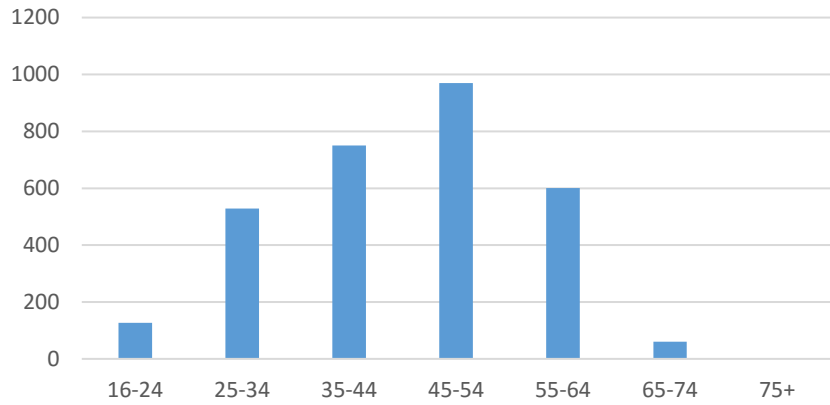
Staff ethnicity %



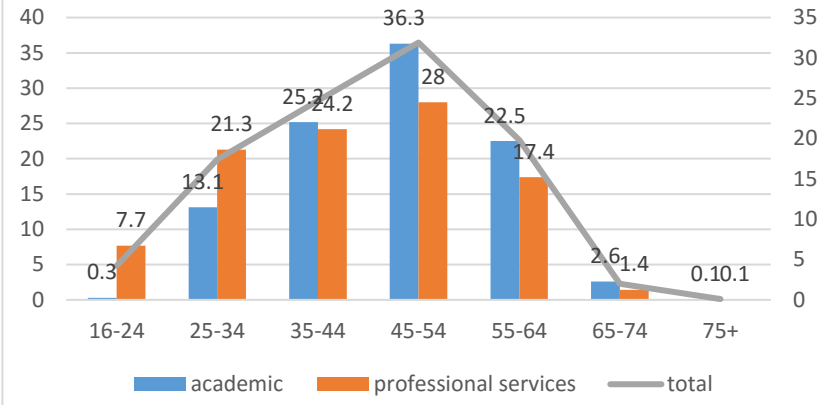
| Staff religion/belief | 2015 | 2016 | 2017 |
|------------------------------|-------|-------|-------|
| Buddhist | 0.4% | 0.5% | 0.4% |
| Christian | 29.1% | 30.9% | 35.3% |
| Hindu | 1.0% | 1.3% | 1.1% |
| Jewish | 0.1% | 0.1% | 0.1% |
| Muslim | 2.6% | 2.7% | 3.1% |
| None | 16.5% | 18.7% | 23.0% |
| Prefer not to specify | 23.9% | 22.5% | 20.4% |
| Sikh | 0.4% | 0.0% | 0.1% |
| Any Other Religion | 0.9% | 0.9% | 1.2% |
| Not Stated | 25.5% | 22.4% | 15.3% |

| Staff sexual orientation | 2015 | 2016 | 2017 |
|---------------------------------|-------|-------|-------|
| Bisexual | 1.0% | 1.4% | 0.9% |
| Gay/Lesbian | 0.0% | 0.5% | 1.9% |
| Heterosexual/Straight | 48.0% | 52.1% | 61.4% |
| Other | 0.0% | 0.1% | 0.2% |
| Prefer not to say | 29.0% | 27.2% | 22.6% |
| Not Stated | 22.0% | 18.6% | 13.0% |

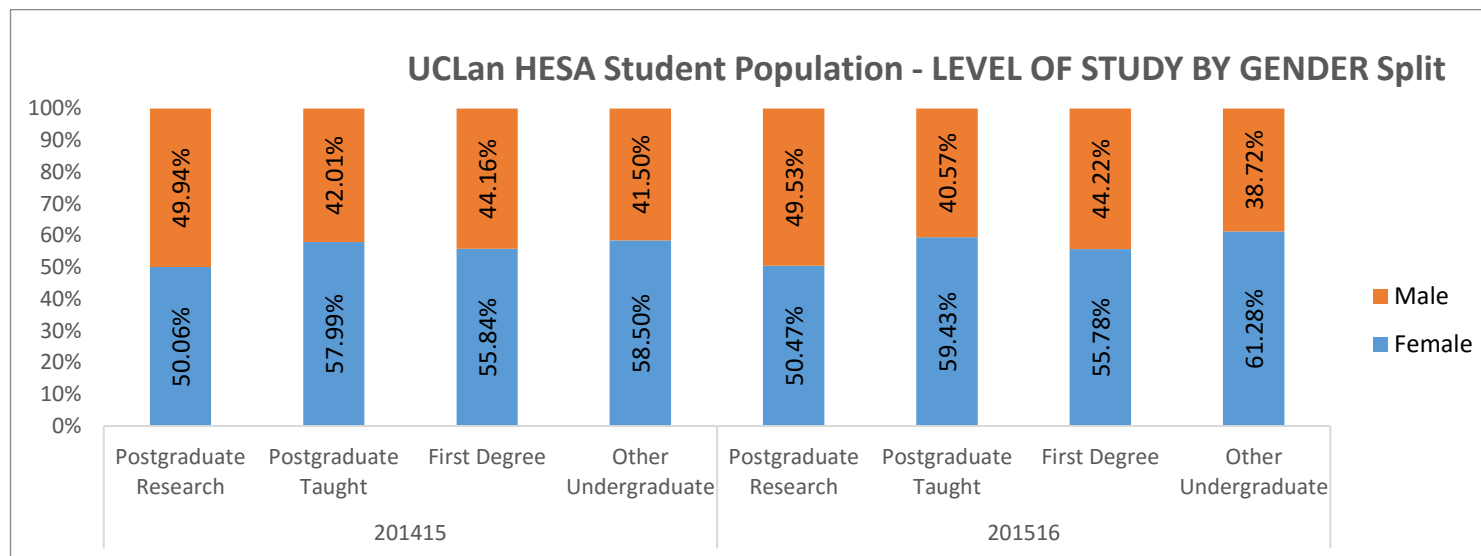
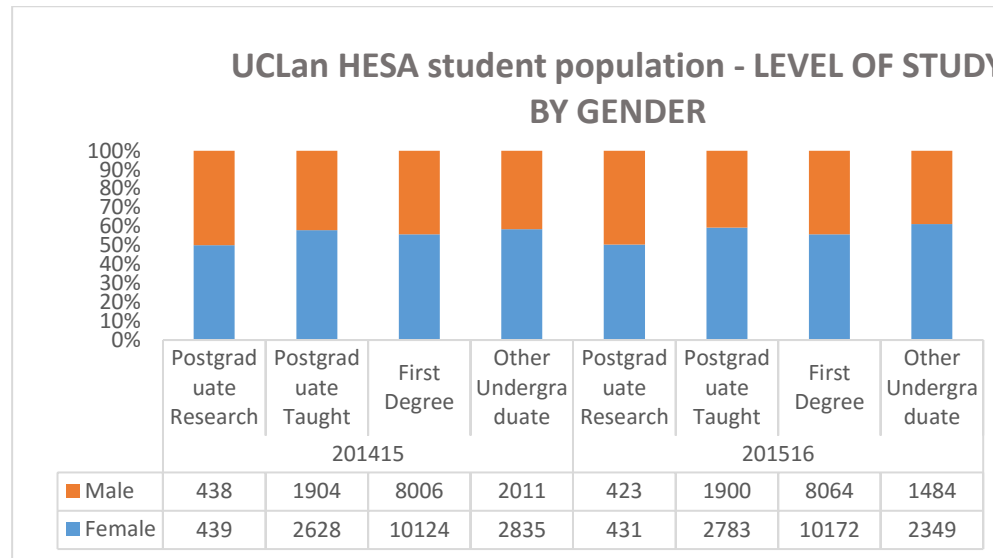
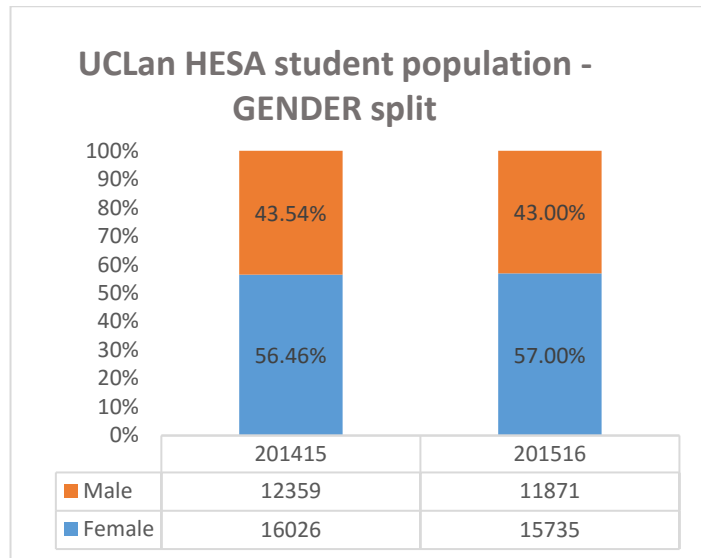
Staff age profile



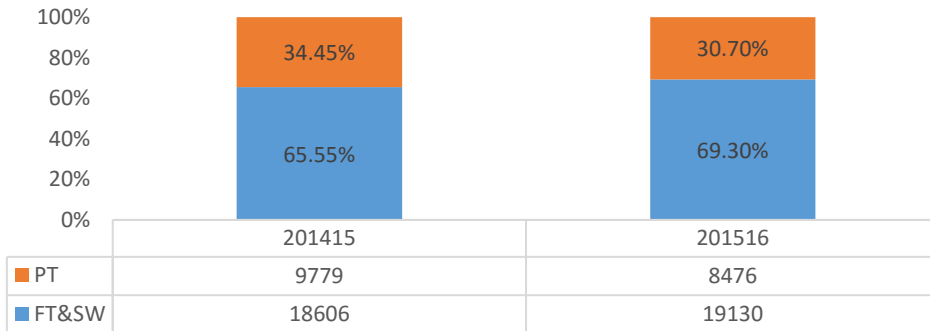
Staff age profile %



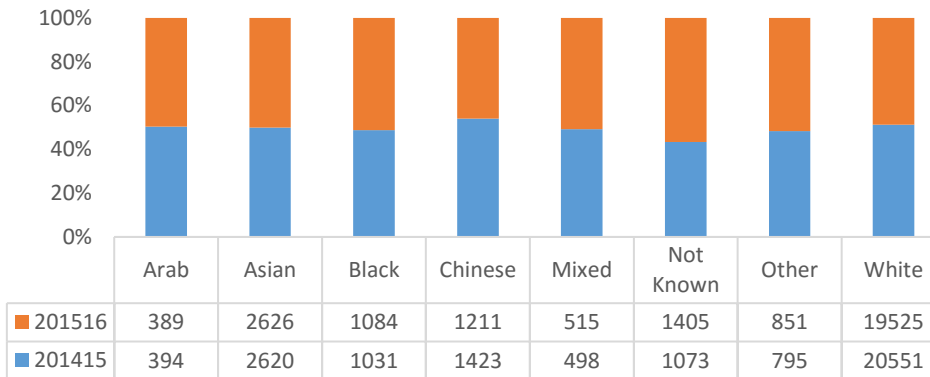
Equality Analysis: Key figures for Students 2017 (2015/16 academic year):



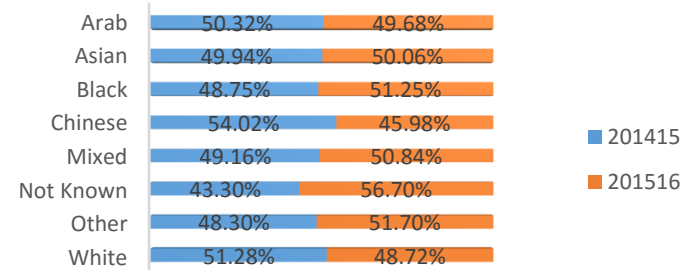
UCLan HESA student population MODE OF STUDY split



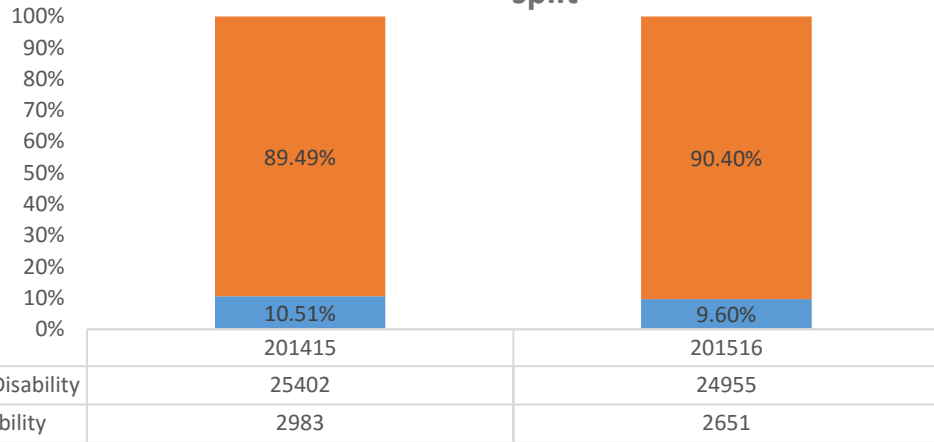
UCLan HESA student population by ETHNIC GROUP



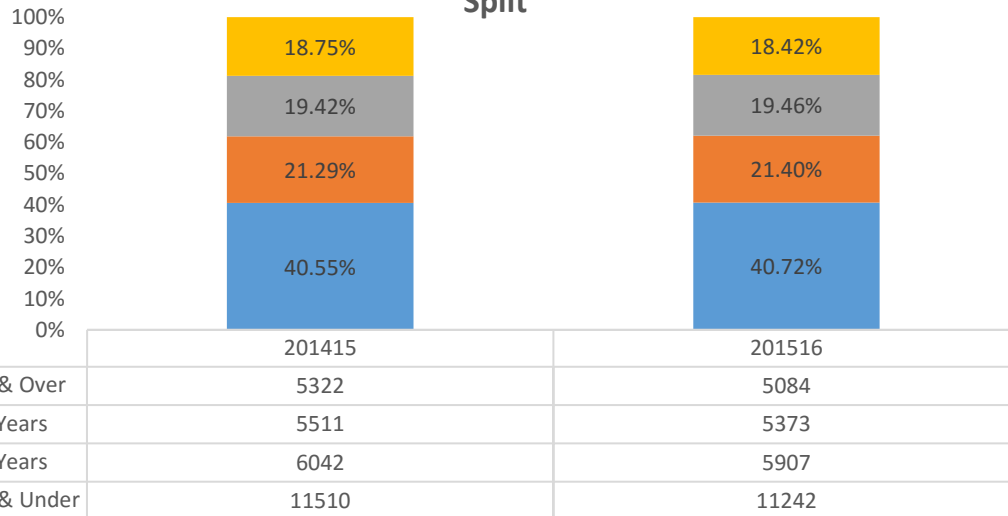
UCLan HESA Student Population by ETHNIC Group



UCLan HESA student population - DISABILITY split



UCLan HESA Student Population - AGE ON ENTRY Split



2017 progress:

- The university has established new governance arrangements for Equality, Diversity and Inclusion under the strategic leadership of the Deputy Vice Chancellor Corporate and International. The Equality and Diversity Executive Group, chaired by the DVC, has oversight of the university's EDI work and commissions new activity. In 2017, two new projects were added to its portfolio of work; the 'Changing The Culture Group' accountable for our work to address Violence Against Women and; our new project to tackle Hate Crime and Online Harassment.
- As part of the university's new approach to ED&I, a new Equality, Diversity, Inclusion and Communities Team has been established to strengthen links between our on-campus and local communities, voluntary organisations and partners.
- Significant work has been undertaken by the new Corporate Development team to ensure data coordination and effective planning across the institution. This will support the way we understand the challenges and report equality and diversity strategically within the planning process
- Focused work to improve the attainment of our BME students will continue with the implementation of further actions to reduce the attainment gap; we are pleased to see a reduction from 14.2% in 2015/16 to 11.5% in 2016/17
- We have a proud tradition of working closely with our local communities and this is embedded in the way we deliver our teaching, learning and research. 2017 saw the first edition of 'In Your CommUNITY', a magazine which profiles and celebrates this work.

- We are committed to extending the reach of our institution and working to address under-representation in higher education. In 2017, our 'Changing the Story' conference considered the interim findings of a number of research projects into under-representation for different groups. Actions identified are now being taken forward to pilot and embed the learning so far.



Changing The Story visit to the Houses of Parliament, meeting with Shadow Foreign Secretary Emily Thornberry MP

- During 2017, the university's Masterplan project commenced. New student areas have been developed to provide the social spaces that students have requested to improve issues associated with wellbeing. As the Capital Project has progressed, extensive consultation with staff, students and the local community has taken place. Going forward the Staff Disability Network is engaged with both the Masterplan Team and Estates to provide expertise and voice to accessibility issues in and around the campus for staff, students and visitors.
- Good progress has been made in our charter mark activity. The Athena SWAN Institutional Bronze renewal has been submitted along with a departmental Silver application and we are on target to submit two more departmental submissions in 2018 with all remaining departmental applications to be submitted 2019. Work is well underway on our Race Equality Charter Mark application.



Following the review of our activities for this report, and in relation to our duties under the Equality Act 2010 and the Public Sector Equality Duty, the following priorities are recommended for 2018:

- Continue to embed equality and diversity at all levels of the institution, working with senior leaders to champion equality and diversity and ensure that our training plans support our ambitions and the role specific requirements
- Continue conversations with staff and students to access and understand the diverse experience on campus and work with local communities to build the links and opportunities for working together to make a difference
- Continue to address gaps in access, retention and success for students; building an inclusive curriculum and successful student experience
- Continue to encourage staff to capture and maintain up-to-date personal records and reduce the number of unknowns
- Continue to monitor the recruitment and progression pipeline for all staff
- Refocus the support of the Staff Networks and work with our partners in the Students' Union to create and maintain a vibrant and inclusive campus
- Submit our institutional Race equality Charter Mark application and two departmental Athens SWAN submissions

Networks and Events:

Staff Networks: During 2017, we have worked to support and build our Staff Networks. These groups provide a forum for staff to discuss issues of mutual interest and the ability to raise issues in a safe and supportive environment. They can help our new staff settle in, provide networking opportunities across departments and also increase staff knowledge of the University's activities.

The Chairs of the networks also meet with the Equality, Diversity, Inclusion and Communities Manager to share understanding, good practice and celebrate their work.



Summary

Equality, diversity and inclusion is important to UCLan. September 2017 has seen the creation of our Equality, Diversity, Inclusion and Communities Team and we have a broad remit to support and develop our on campus communities and to extend our activities with our local communities and partners. We are committed to engaging with staff and students to drive a proactive and positive approach to impacting equality, diversity and inclusion in everything we do at UCLan.

EDI&C Team, December 2017

A copy of our Equality, Diversity and Inclusion Strategy 2016-2020 and action plan:
http://www.uclan.ac.uk/equality_diversity