



Annual Equality and Diversity Report 2018

University of Central Lancashire

Welcome



Liz Bromley, Deputy Vice Chancellor & Joint Institutional Lead

'The university is committed to the principles of equality and inclusion, and working with our community partners to bring about social change. We are committed to providing an environment which respects difference and through our structures, policy and practice we work to ensure consistency and fairness. Our mission is to transform lives and the skills and experience of diversity of our staff, students and community partners is a key strength in helping us to achieve this.'

'In our society, it is significant that we all feel safe and can be our own unique self. We want to create a welcoming community that accepts a diverse range of students from all walks of life'

**Caitlin McLaren,
Students' Union President**



1. Introduction

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. Universities have 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. Staff data used in this report relates to the period up to October 2018 and student data 2016/17.

2. Strategic Priorities

University vision:

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

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

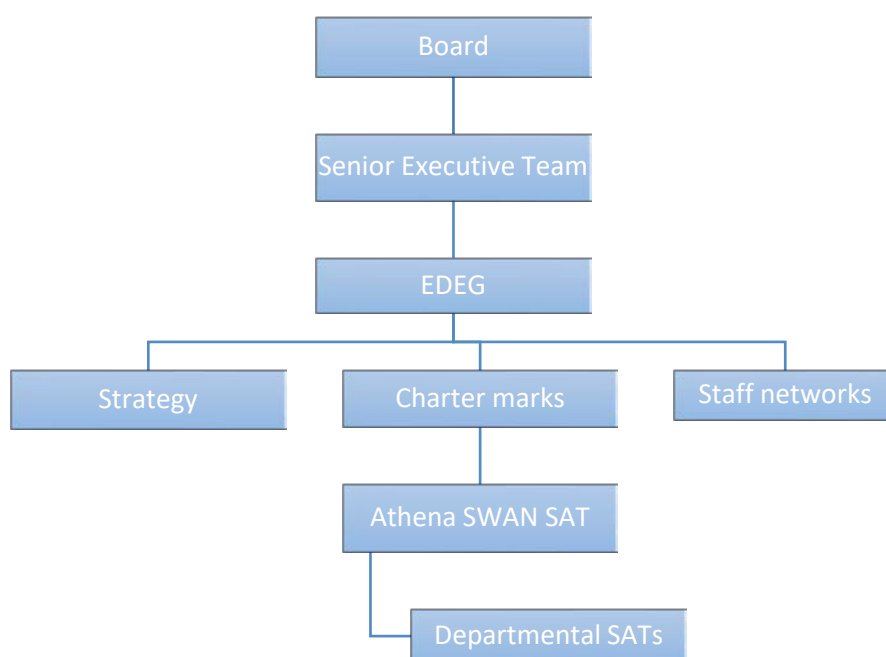
Our equality objectives:

- a. **Valuing and engaging people** – *where all staff, students and partners feel their contribution is valued and they feel fully engaged with the university*
- b. **Ensuring fair processes and inclusion** – *enhancing the work and study environments*
- c. **Empowering protected groups** - *for all staff and students to thrive and succeed*
- d. **Embedding diversity, dignity and wellbeing** – *ensuring everyone has a role to play in improving our functions, services, environment, culture and behaviour.*

3. Governance and delivery

Equality, Diversity, Inclusion and Communities sits within the portfolio of the Registrar and PVC (Corporate Development) who is a member of the Senior Executive Team and who chairs the Equality and Diversity Executive Group (EDEG). EDEG which is the most senior committee for equality, diversity and inclusion within the university.

Governance structure



In 2018, the membership and Terms of reference for EDEG have been reviewed. With a focus on an embedded approach to the delivery of EDI&C, it has been important to maintain the balance of specialist knowledge and management responsibility.

Athena SWAN work has developed considerably in 2018 and this is now reflected in the new Terms of Reference and membership of the Athena SWAN Institutional Self-Assessment team.

4. Staff data profile:

AGE	2016		2017		2018	
	No.	%	No.	%	No.	%
25 and Under	92	3.09%	158	5.18%	172	5.46%
26 - 30	188	6.32%	221	7.24%	246	7.81%
31 - 35	269	9.04%	301	9.86%	317	10.07%
36 - 40	383	12.87%	389	12.74%	407	12.92%
41 - 45	357	11.99%	374	12.25%	381	12.10%
46 - 50	434	14.58%	455	14.90%	477	15.15%
51 - 55	480	16.12%	495	16.21%	505	16.04%
56 - 60	421	14.14%	383	12.55%	386	12.26%
61 - 65	248	8.33%	204	6.68%	196	6.22%
66 and over	105	3.53%	73	2.39%	62	1.97%
Total	2977	100.00%	3053	100.00%	3149	100.00%

DISABILITY	2016		2017		2018	
	No.	%	No.	%	No.	%
No	2607	87.57%	2690	88.11%	2782	88.35%
Not Known	223	7.49%	211	6.91%	207	6.57%
Yes	147	4.94%	152	4.98%	160	5.08%
Total	2977	100.00%	3053	100.00%	3149	100.00%

ETHNICITY	2016		2017		2018	
	No.	%	No.	%	No.	%
Asian or Asian British	179	6.01%	180	5.90%	189	6.00%
Black or Black British	46	1.55%	52	1.70%	57	1.81%
Mixed	41	1.38%	49	1.60%	51	1.62%
Not Stated	109	3.66%	139	4.55%	98	3.11%
Other Ethnic Groups	61	2.05%	60	1.97%	61	1.94%
White	2520	84.65%	2553	83.62%	2693	85.52%
Not Known	21	0.71%	20	0.66%		0.00%
Total	2977	100.00%	3053	100.00%	3149	100.00%

GENDER	2016		2017		2018	
	no	%	no	%	no	%
Female	1723	57.88%	1738	56.93%	1794	56.97%
Male	1254	42.12%	1315	43.07%	1355	43.03%
Total	2977	100.00%	3053	100.00%	3149	100.00%

RELIGION AND BELIEF	2016		2017		2018	
	No.	%	No.	%	No.	%
Any Other Religion	37	1.24%	39	1.28%	39	1.24%
Buddhist	14	0.47%	13	0.43%	14	0.44%
Christian	1006	33.79%	1061	34.75%	1139	36.17%
Hindu	35	1.18%	39	1.28%	35	1.11%
Jewish	3	0.10%	4	0.13%	4	0.13%
Muslim	100	3.36%	97	3.18%	106	3.37%
None	595	19.99%	686	22.47%	784	24.90%
Sikh	1	0.03%	2	0.07%	4	0.13%
Prefer not to say	652	21.90%	667	21.85%	600	19.05%
Not Known	534	17.94%	445	14.58%	424	13.46%
Total	2977	100.00%	3053	100.00%	3149	100.00%

SEXUAL ORIENTATION	2016		2017		2018	
	No.	%	No.	%	No.	%
Row Labels	No.	%	No.	%	No.	%
Not Known	459	15.42%	381	12.48%	360	11.43%
Sexual Orientation Declared	1762	59.19%	1947	63.77%	2148	68.21%
Not Declared	756	25.39%	725	23.75%	641	20.36%
Total	2977	100.00%	3053	100.00%	3149	100.00%

We recognise that staff will not always wish to disclose their personal details. For sexual orientation, religion and belief and disability the non-disclosure rates are higher than we would like. We will continue to work to encourage staff to disclose their information so to help us understand how well we are achieving our equalities objectives.

5. Student data profile

The university attracts a richly diverse student population. We are a local university with global reach. We welcome many students each year from the Northwest, the UK and from across the globe. Many of our students combine study with work, family and other responsibilities. We believe this wealth of experience brings a richness to campus life and a vibrant learning community and our academic and professional service staff want to make sure that all our students have the opportunity to thrive here.

AGE	2014/15		2015/16		2016/17	
	No.	%	No.	%	No.	%
21 and under	11215	43.72%	10911	44.31%	10509	43.50%
Over 21	14439	56.28%	13715	55.69%	13651	56.50%
Total	25654	100.00%	24626	100.00%	24160	100.00%

DISABILITY	2014/15		2015/16		2016/17	
	No.	%	No.	%	No.	%
Declared Disability	2720	10.60%	2393	9.72%	2576	10.66%
No Known Disability	22934	89.40%	22233	90.28%	21584	89.34%
Total	25654	100.00%	24626	100.00%	24160	100.00%

ETHNICITY	2014/15		2015/16		2016/17	
	No.	%	No.	%	No.	%
Asian	2410	9.39%	2376	9.65%	2503	10.36%

Black	962	3.75%	939	3.81%	1017	4.21%
Chinese	1314	5.12%	1018	4.13%	1058	4.38%
Mixed	450	1.75%	461	1.87%	461	1.91%
Not Known	176	0.69%	317	1.29%	199	0.82%
Other	1089	4.24%	1083	4.40%	1146	4.74%
Prefer not to Say	782	3.05%	995	4.04%	929	3.85%
White	18471	72.00%	17437	70.81%	16847	69.73%
Total	25654	100.00%	24626	100.00%	24160	100.00%

GENDER	2014/15		2015/16		2016/17	
	No.	%	No.	%	No.	%
Female	14319	55.82%	13939	56.60%	13919	57.61%
Male	11335	44.18%	10687	43.40%	10241	42.39%
Total	25654	100.00%	24626	100.00%	24160	100.00%

RELIGION AND BELIEF	2014/15		2015/16		2016/17	
	No.	%	No.	%	No.	%
Any other religion or belief	111	0.43%	157	0.64%	174	0.72%
Buddhist	121	0.47%	139	0.56%	140	0.58%
Christian	7305	28.48%	8581	34.85%	7917	32.77%
Hindu	227	0.88%	241	0.98%	259	1.07%
Jewish	21	0.08%	26	0.11%	22	0.09%
Muslim	2108	8.22%	2587	10.51%	2526	10.46%
No religion	7416	28.91%	9096	36.94%	9010	37.29%
Not Known	7599	29.62%	2789	11.33%	3125	12.93%
Prefer not to say	540	2.10%	735	2.98%	718	2.97%
Sikh	57	0.22%	77	0.31%	64	0.26%
Spiritual	149	0.58%	198	0.80%	205	0.85%
Total	25654	100.00%	24626	100.00%	24160	100.00%

SUMMARY OF ACTIVITIES FROM THE YEAR

Inclusivity Week

In 2018, the university organised its first week-long programme of inclusion activities as a development of the annual diversity conference. On-line and scheduled activities were staged during the week providing a range of opportunities for learning, consultation and entertainment. The week included lessons in British Sign Language, Inspiring Women, a Changing the Culture Conference, Cake not Hate, an LGBT Comedy night and the Student Union's YesToRespect campaign

Building on the success of this week, a Diversity and Inclusion Festival is now planned for 2019 and this will become annual event engaging staff, students and communities.

Staff Networks

The university continues to support four staff networks: the Black, Asian and Minority Ethnic Network (BAME); the Staff Disability Network; the Lesbian, Gay, Bisexual and Trans (LGBT) Network and; the Women's Network. In 2018, new Co-Chairs have been elected for three of the networks, strengthening the staff voice on campus.

Student Services

Student support provided by Student Services includes a wide range of services including disability services, student wellbeing, financial advice and support, the Chaplaincy, accommodation and careers. A designated Disability Coordinator is in place for each School and these roles are supported by Student Services.

Staff Development

In addition to the general training and development programme provided by Human Resources, the EDI&C Team offer advice, guidance and an EDI&C training programme. The EDI Leads continue to be a key role within the university linking their School or Service to the university's EDI&C strategy.

Community engagement

Collaborative working with our external partners is part of our DNA. It is at the core of our teaching, learning and research bringing mutual benefits through partnerships for students, external partners and staff.

Projects

In response to Universities UK's report to tackle violence, harassment and hate crime the university delivered the following projects:

Changing the Culture

Addressing violence against women and sexual harassment, this project has introduced a new reporting approach to simplify the process and reduce the anxiety associated with reporting. As a partnership between the university and Students' Union, the disciplinary process now includes options for restorative justice. The project delivered a Bystander pilot and created the launched the YesToRespect campaign in 2018.

Hate Crime and on-line harassment

This aim of this one-year HEFCE funded project was to raise awareness of hate crimes and incidents amongst staff and students and encourage reporting through the university's third party reporting centre which is managed by the Students' Union.

This project built upon the partnership between the university and the Student's Union. Engagement was core to the project's approach and high visibility around campus, the development and delivery of bespoke training for key groups and a dynamic communications campaign the project successfully achieved its objectives.