



**University of
Central Lancashire**
UCLan

Figure 1 UCLan logo



Figure 1 Diversity Carnival photo

Annual Equality Diversity and Inclusion Report

Welcome messages



Figure 3 Vice-Chancellor photo

The university is committed to the principles of equality and inclusion. The diversity of our staff and students is a key strength in our mission to transform lives through education. As the university's new Vice Chancellor, I am committed to moving our University towards a healthy, supportive and fair workplace where everyone is treated equally. I will do this through leading the EDI agenda and ensuring EDI is an integral part of the University's new Strategy from 2020 onward.

Professor Graham Baldwin
Vice Chancellor



Figure 4 SU President photo

The Students' Union is a registered charity that is run independently from the University. We're here to 'make life better for students', by ensuring that the Student Voice is heard, valued and acted upon at all levels within the University.

We offer over 150 sports clubs and societies that students can join, to develop their skills, friendships and enhance their student experience. We also offer confidential, free independent advice to our students, thus supporting a safe and inclusive environment for our students to develop.

As a Students' Union we wholeheartedly welcome and celebrate diversity at UCLan, working in partnership with the University to ensure that we create a diverse and inclusive learning environment for our students.

Suntosh Kaur
SU 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 35,000 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.

This report provides insight into the university's work to deliver its priorities for equality, diversity and inclusion and a profile of staff and student diversity. The data for this report covers three academic years from 2016/17 to 2018/19.

Equalities legislation

The Equality Act 2010 requires all public bodies to actively promote equality and this includes:

- Having due regard to the aims of the General Equality Duty 'in the exercise of their functions'
- Carry out equality analysis
- Set at least one equality objective
- Publish information and data to demonstrate compliance with the Equality Duty.

As a public body, the university is required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation (e.g. remove any discriminatory behaviour, practices, etc. and taking a zero approach to discrimination)
- Advance equality of opportunity (e.g. remove or minimise disadvantage, meeting the needs of people with protected characteristics, encourage participation where participation is disproportionately low)
- Foster good relations between people who share a characteristic and those who do not (e.g. promote understanding between groups and tackling prejudice)

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.

Governance and delivery

The Equality and Diversity Executive Group (EDEG) is the senior committee for equality, diversity and inclusion (EDIC) within the university with responsibility for the strategic delivery of EDIC and assurance to the Vice Chancellor’s Group (VCG) and Board of the university’s compliance with equalities legislation. EDEG is chaired by Lynne Livesey, Deputy Vice Chancellor. Nigel Harrison, Executive Dean of the Faculty of Health and Well Being, chairs of the Institutional Athena Swan Self-Assessment Team (SAT).

The University is committed to embedding EDIC at all levels of the university. Support is provided by the EDIC Team, HR and Student Services. Each school and service has an EDI Lead connecting university strategy, EDIC resources and local action planning and delivery.

The University has a strong and positive relationship with UCLan’s Students’ Union in the delivery of equality, diversity and inclusion.

Staff Networks

There are currently four staff networks: BAME (Black, Asian and Minority Ethnic) Network; LGBT+ Network; Disability Staff Network and; Women’s Network. Each network has two Co-Chair positions, elected annually, and each Network is a member of EDEG. The Networks provide a formal mechanism through which the staff voice can be heard and contribute to the wider diversity and inclusion activities on campus.

Equality, diversity and inclusion insights from the last year:

Athena Swan

The university submitted its Institutional Athena Swan bronze application in November 2019. The Faculty of Health and Wellbeing has hosted a number of speakers as part of their Athena Swan programme. As the Masterplan campus development continues, two new breastfeeding spaces have now opened, providing facilities now at the north, centre and south of the Preston Campus.

Eight departmental applications will be made in April 2020, in line with the university's plans for all departmental application by April 2021.

Data reporting

A new equality monitoring template has been developed to enhance the data available to inform EDI priorities for institutional Faculty, School and Service EDI action plans.

Diversity and Inclusion Festival

The university's second Diversity and Inclusion Festival took place in March 2019. Bringing vibrancy, colour, sound, spectacle and rhythm to the campus, the Festival celebrated cultural diversity and supported the university's objectives to raise awareness and knowledge of diversity and inclusion.

There were over 60 events for Staff, students, community partners and visitors to participate in. The week-long festival provided an opportunity to raise the profile of the Staff Networks, try new activities, undertake training and share insights with people from similar and different backgrounds. The Festival brought Carnival, Preston Mela and Chinese celebrations together in an explosion of sound and vision.

Equality Impact Assessments

A new Equality Impact Assessment template has been introduced for Schools and Services, based on the Advance HE template. In addition to the nine protected characteristics, the template includes additional under-represented groups including those monitored through the Office for Students regulated Access and Participation Plan.

Hate Crime Project

This HEFCE funded project successfully completed in January 2019. An engagement project, it successfully raised awareness on campus of Hate Crimes and Incidents and how to report them. The project was a partnership between the Students' Union and University and a close working relationship with Lancashire Constabulary. As part of the university's broader 'Changing the Culture programme, the project linked with the SU's Yes to respect campaign and the implementation of the Report and Support system.

Report and Support was introduced to make it easier for students and staff to access information and guidance, request support or report any safeguarding concerns. Anyone wishing to report concerns anonymously can do so and, whilst the university can take no action, this information is collected to inform EDI understanding and practice.

Lancashire Science Festival

Lancashire Science Festival incorporated several initiatives to promote inclusivity. These included a shuttle bus to help those with mobility issues travel across the campus, having wellbeing ambassadors on standby in case they are needed by visitors, use of three British Sign Language interpreters, 21 explorer passes (including queue jumps) being given to families who were visiting with additional needs and a quiet space being provided and accessible for all visitors.

Pride

SU Pride was part of Welcome activities for the second time and this is now planned as an annual event in conjunction with the University. The Staff Network joined Preston's Pride celebrations.

Refugees and Asylum Seekers

A Pre-sessional Language Programme was developed to support displaced people who wish to continue their studies in HE but need pre-study support to develop the English language required for their course.

The Centre for Volunteering and Community Leadership (CVLC), in partnership with Lancashire County Council (LCC) Refugee Resettlement Team, Calico Housing Refugee Integration team and the Red Cross, has created a mentoring project connecting UCLan students with Syrian refugee families who are struggling to integrate into the local area. This is a Lancashire wide project involving students from both Preston and Burnley campuses.

CVCL has taken students to the Greek island of Lesbos to work with the UNHCR (United Nations High Commission for Refugees) and associated local Greek organisations. The project has delivered leadership training and support for almost 300 unaccompanied minors.

The City of Preston is a City of Sanctuary. The UCLan Research Centre for Migration, Diaspora and Exile (MIDEX), EDIC and Outreach teams have made an application for the university to become a University of Sanctuary.

Staff development

Commitment to supporting women's careers continue through the Aurora and Springboard development programmes. Feedback from Aurora participants was provided to Advance HE who were able to make the changes to the programme. Springboard ran in 2019 with 25 women supported by senior women as guest speakers.

Student Services

Student Services provide a comprehensive and connected approach which includes Student Support and Wellbeing, Student Accommodation and Careers.

The university works hard to ensure that students, prospective students and their families are aware of the support available to students throughout their time with UCLan. This means that the number of students disclosing disabilities early is increasing.

The Inclusive Support team run transition events for students with disabilities to help them settle into their student life and engage early with services.

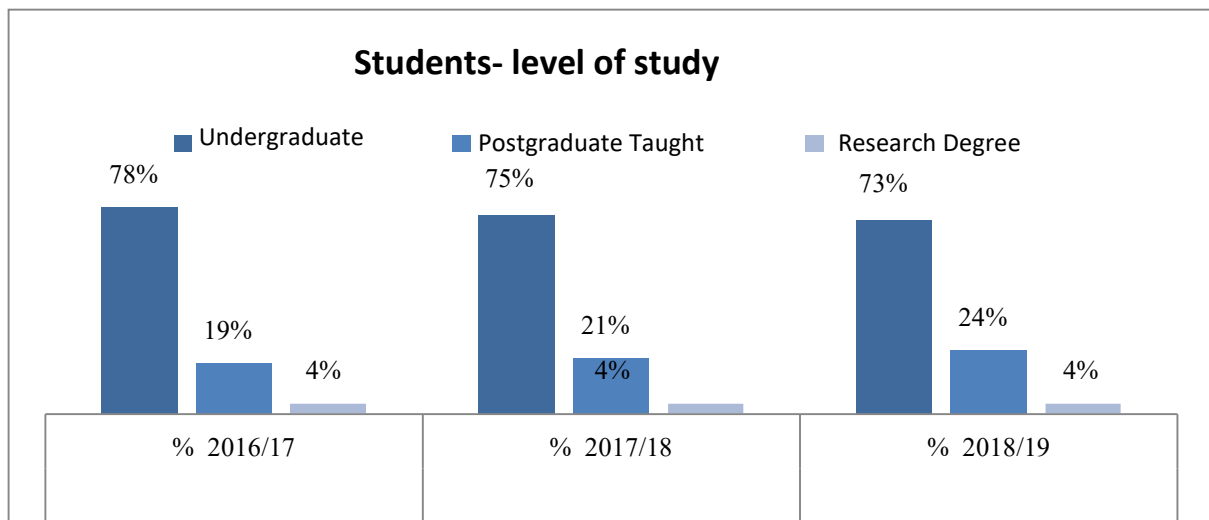
Over 100 Student Wellbeing Ambassadors help students with physical/mobility concerns to get around campus and provide a captioning service supporting students with hearing difficulties.

Specialist advisers support Carers, Care Leavers, Asylum Seekers and Trans students. Targeted support continues with specialist careers sessions.

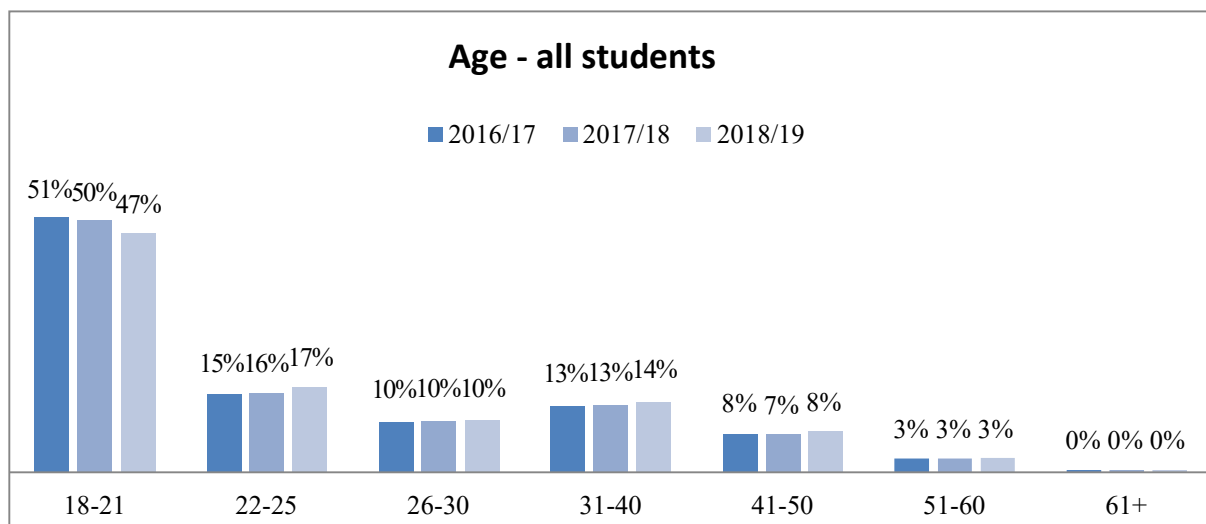
UCLan Student and Staff Data 2016-2019

Student data

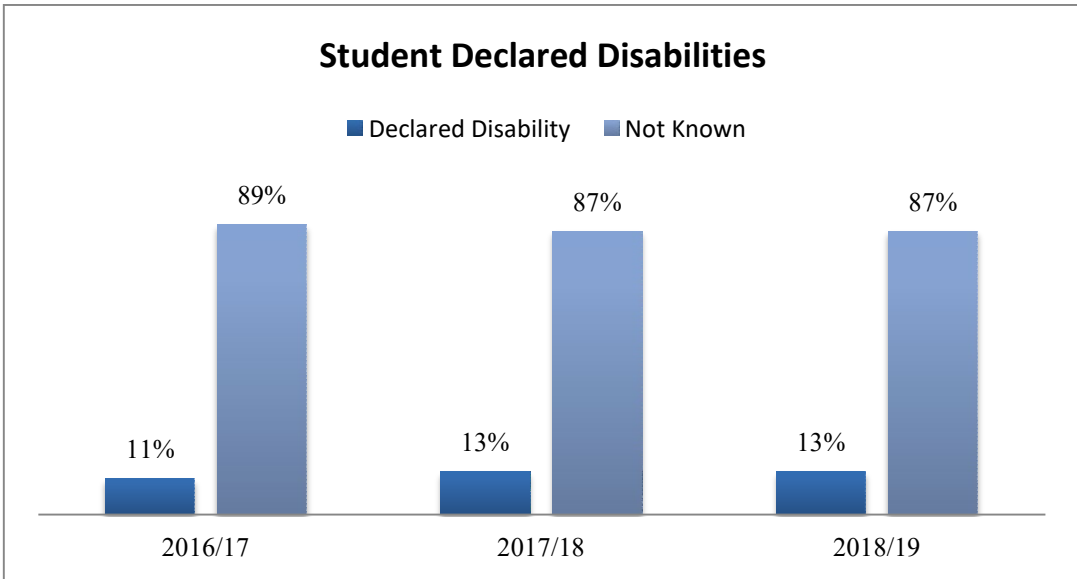
23,727 UCLan students in 2018/19



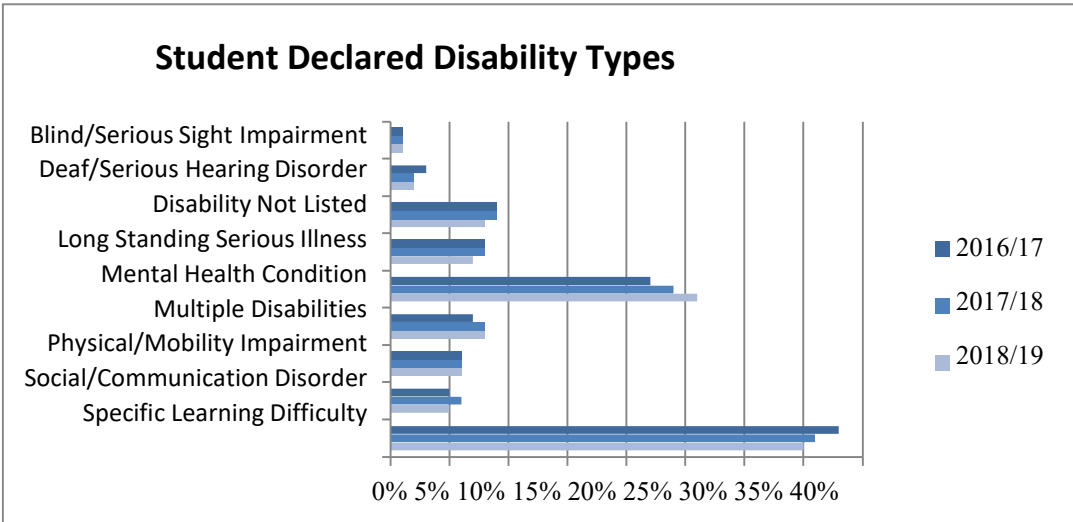
Graph 1 - Students- level of study



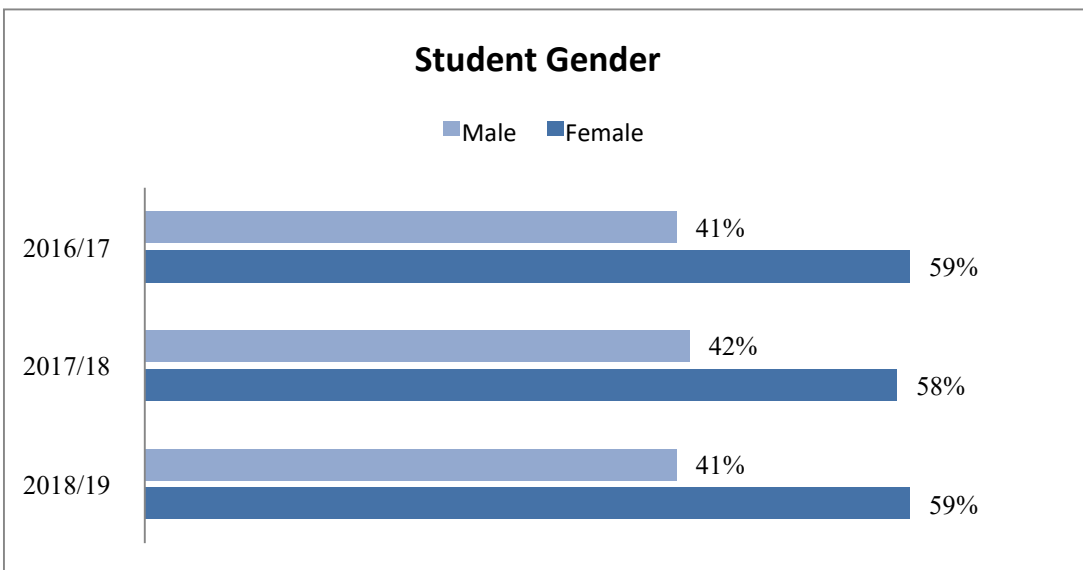
Graph 2 – Age – All Students



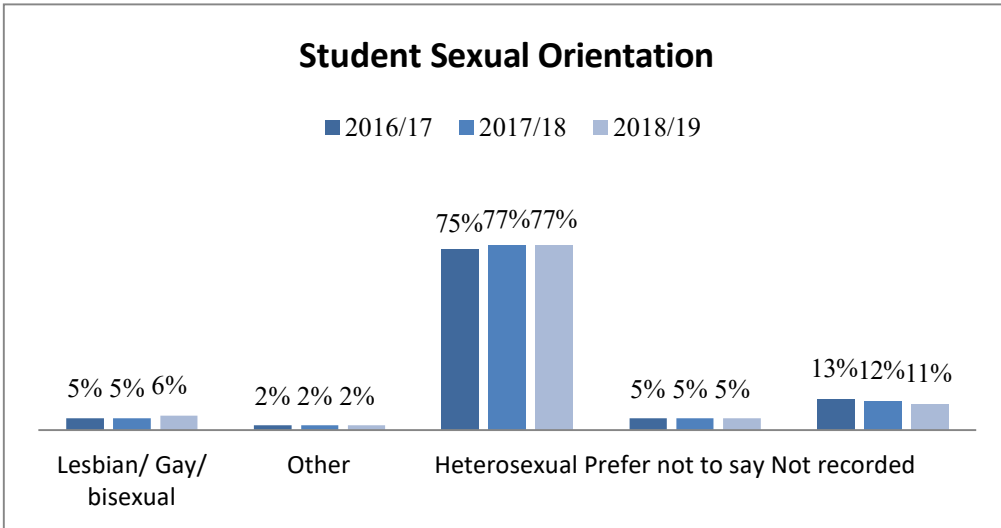
Graph 3 – Student Declared Disabilities



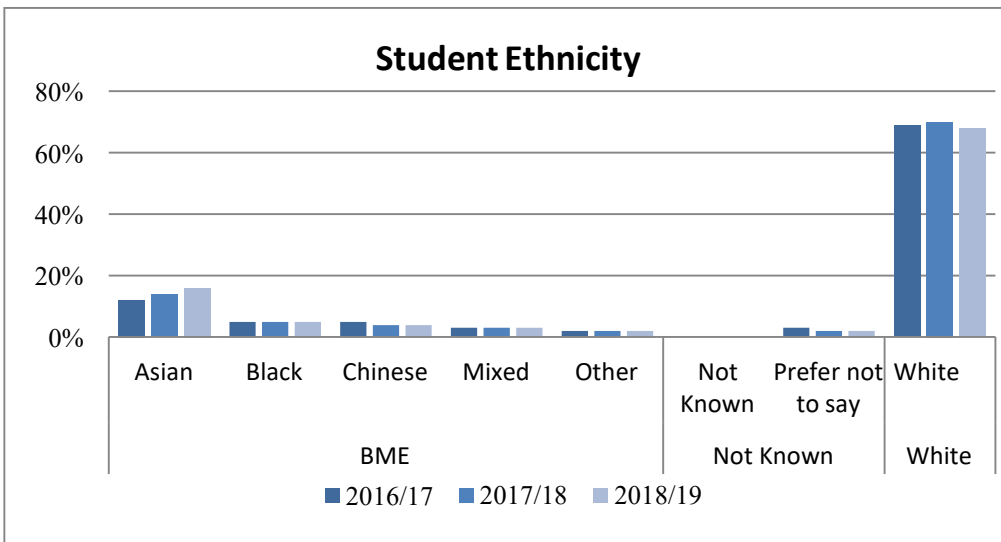
Graph 4 – Student Declared Disability Types



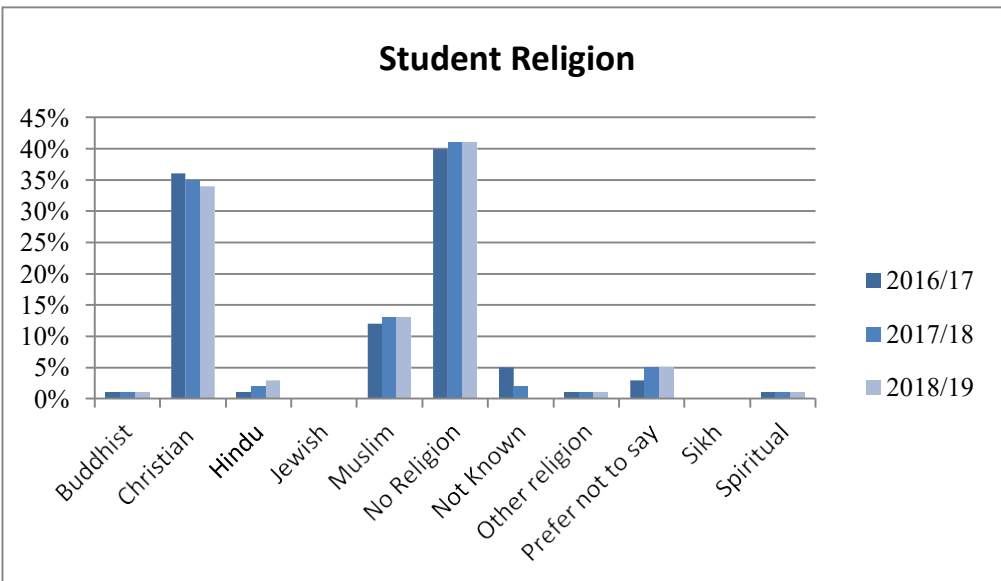
Graph 5 – Student Gender



Graph 6 – Student Sexual Orientation

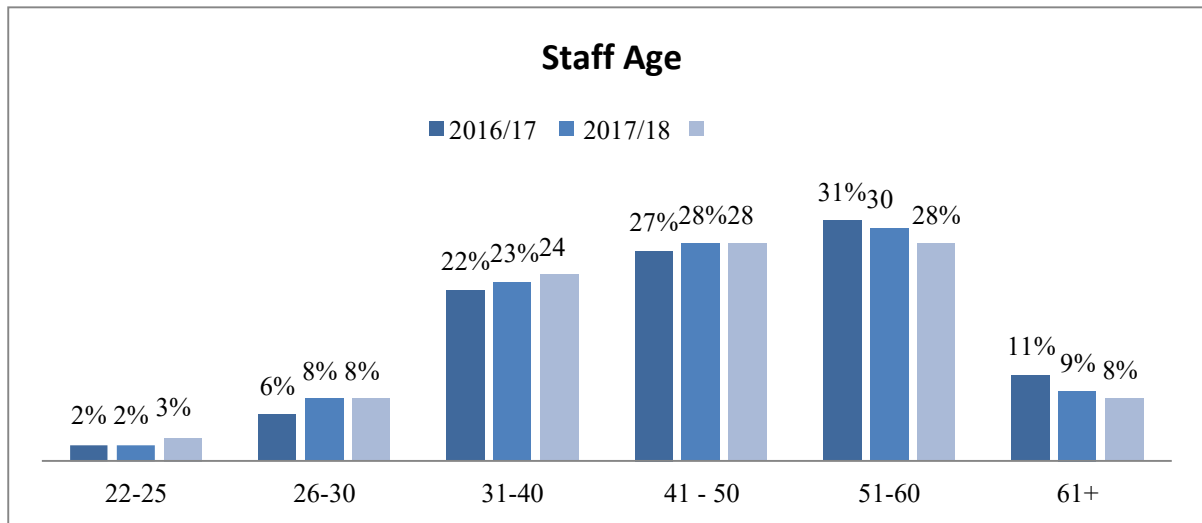


Graph 7 – Student Ethnicity

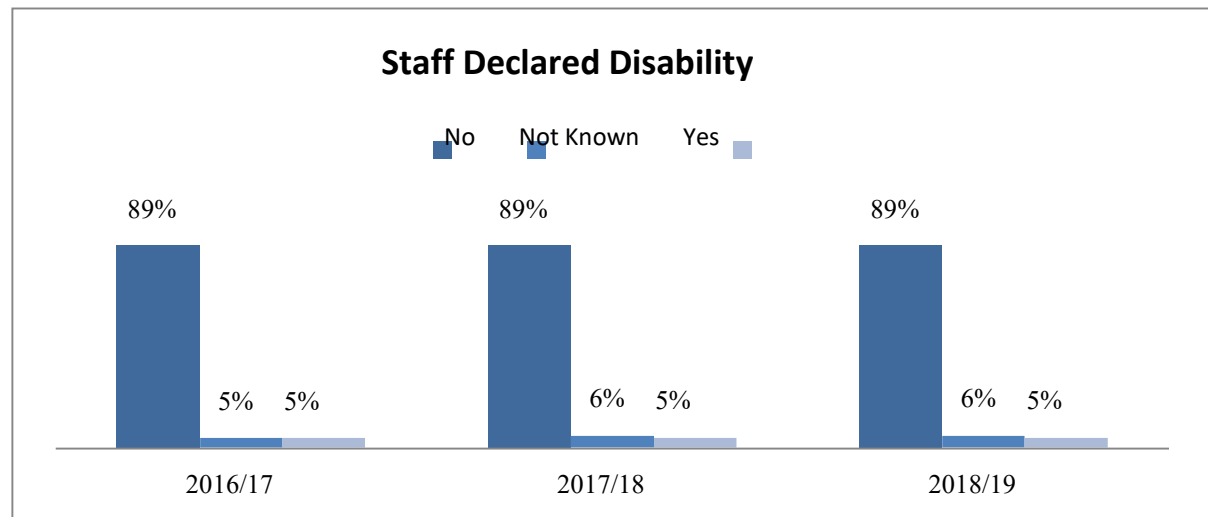


Graph 8 – Student Religion

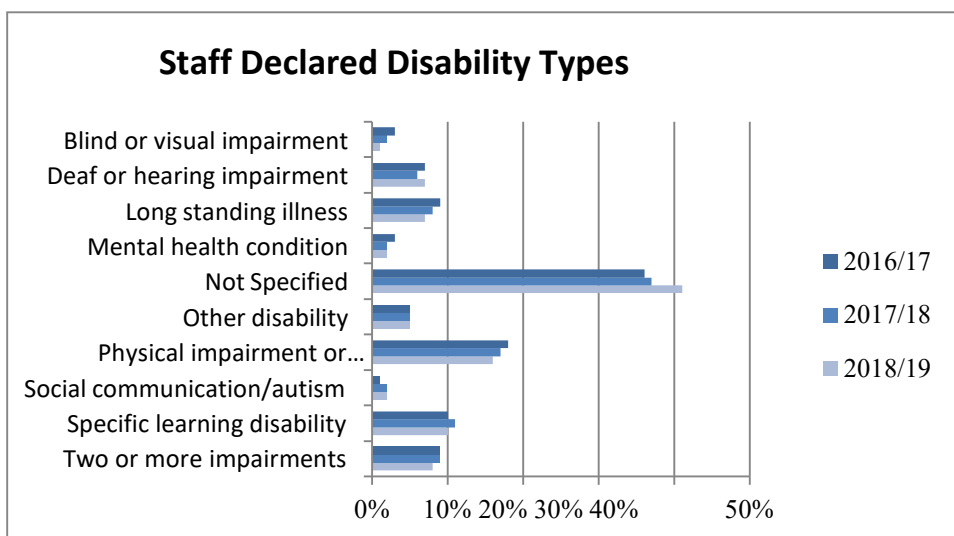
Staff data



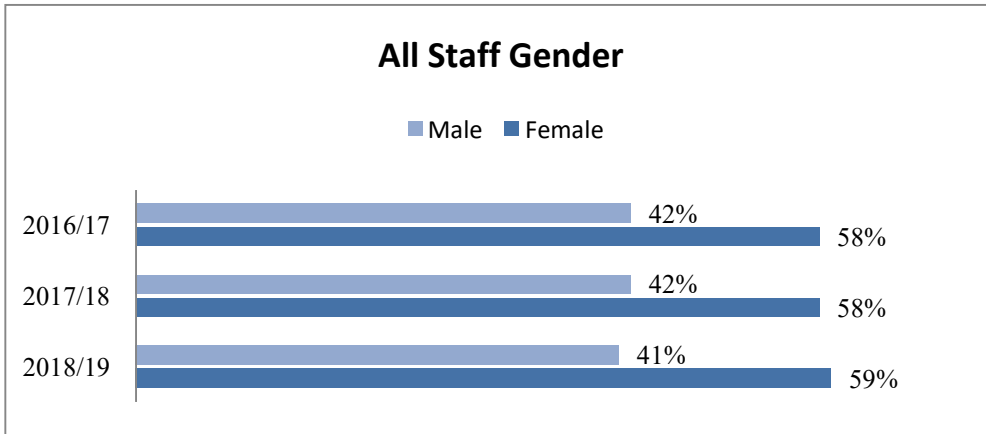
Graph 9 – Staff Age



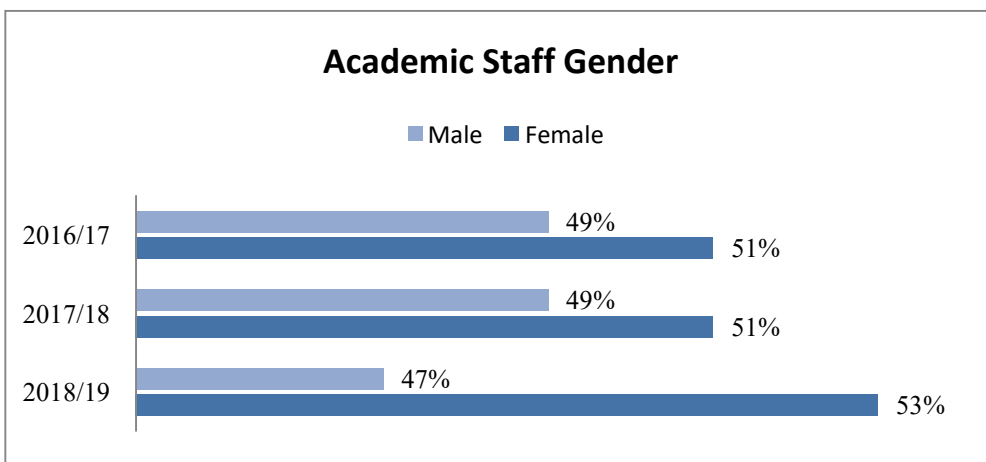
Graph 10 – Staff Declared Disability



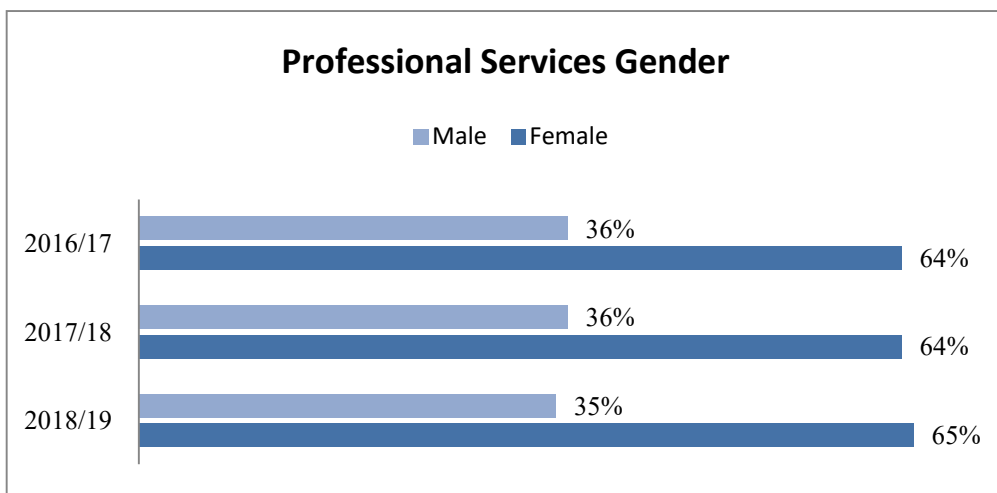
Graph 11 – Staff Declared Disability Types



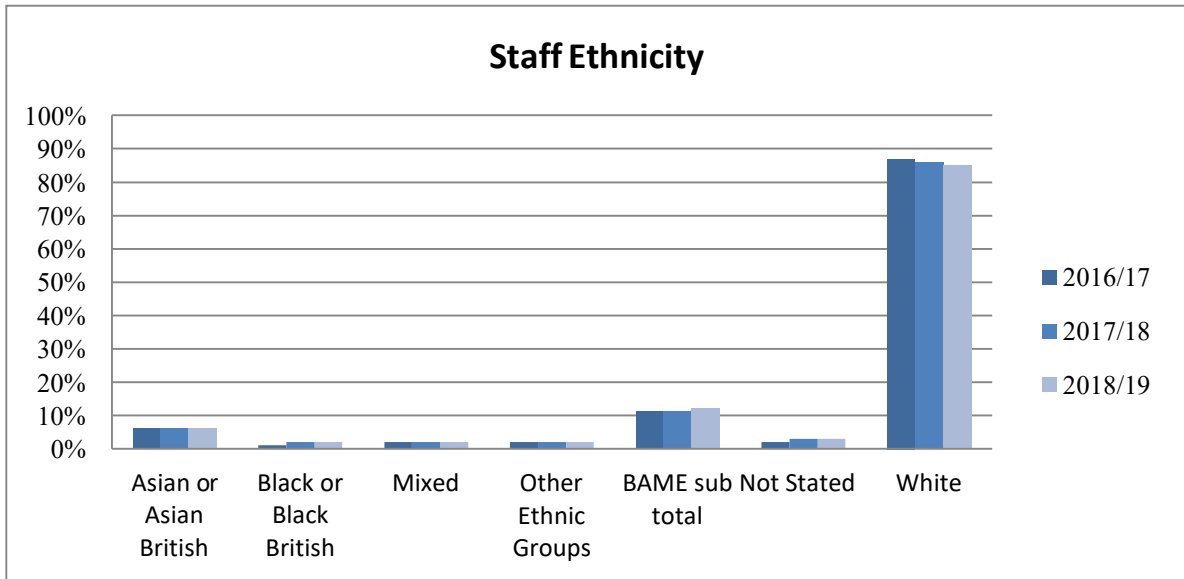
Graph 12 – All Staff Gender



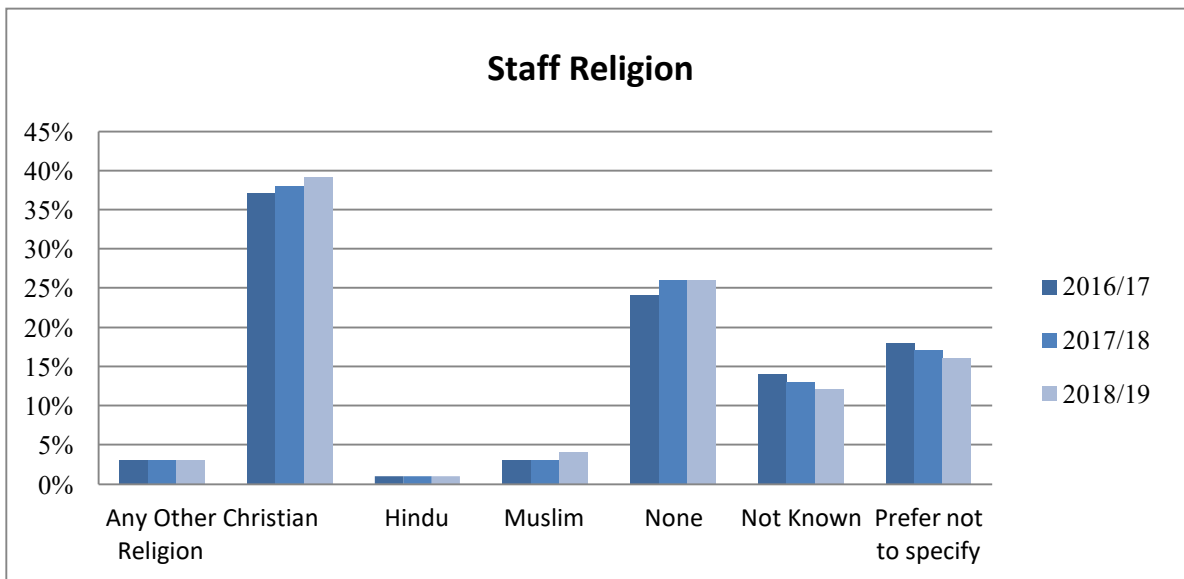
Graph 13 – Academic Staff Gender



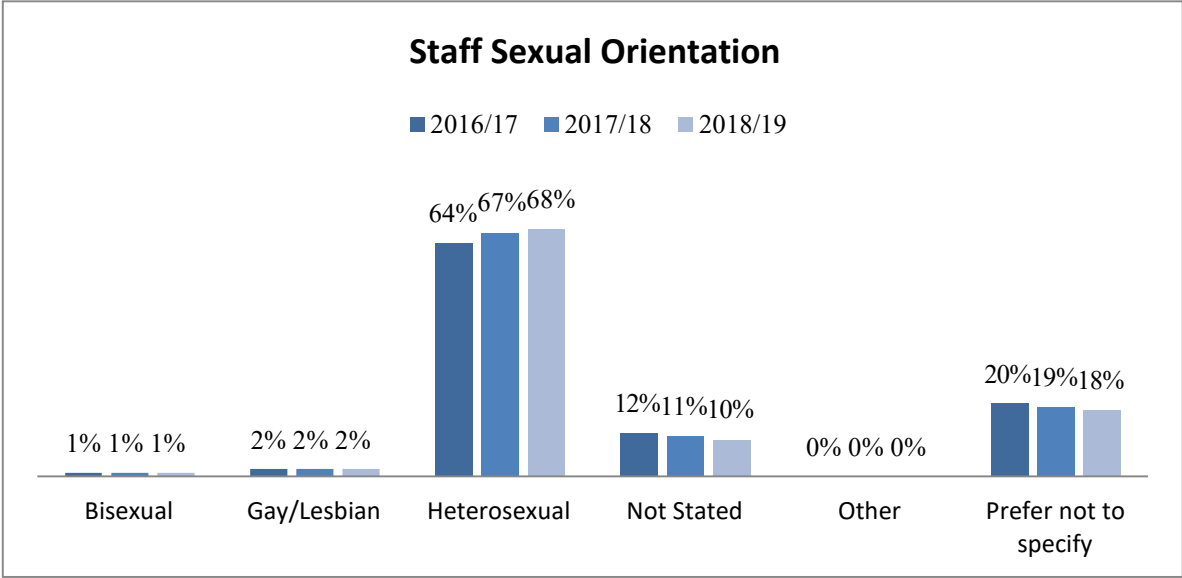
Graph 14 – Professional Services Staff Gender



Graph 15 – Staff Ethnicity



Graph 16 – Staff Religion



Graph 17 – Staff Sexual Orientation

Appendix 1

Additional tables

Staff and Student Ethnicity 2018/19

Ethnicity by staff group and students				
	All staff	PTAS	Academic	Students
Asian or Asian British	6%	7%	6%	16%
Black or Black British	2%	1%	2%	5%
Mixed	2%	2%	2%	3%
Not Stated	2%	2%	3%	2%
Other Ethnic Groups	1%	1%	3%	6%
White	87%	87%	84%	68%

Undergraduate Student Attainment by Ethnicity

Ethnic Origin		2016/17			2017/18			2018/19		
		Awarded	Good Degrees		Awarded	Good Degrees		Awarded	Good Degrees	
BME	Asian	600	332	55%	535	338	63%	555	290	52%
	Black	209	110	53%	212	114	54%	148	69	47%
	Chinese	568	197	35%	356	197	55%	404	208	51%
	Mixed	124	74	60%	114	70	61%	106	63	59%
	Other	113	40	35%	96	51	53%	114	53	46%
Not Known	Not Known	77	57	74%	0	0	0%	21	19	90%
	Prefer not t	148	85	57%	94	58	62%	87	50	57%
White	White	3700	2292	62%	3361	2169	65%	2892	1935	67%

Staff by Gender and Grade 2019

Grade	Male	Female
Intern	52%	48%
Grade A	34%	66%
Grade B	27%	73%
Grade C	69%	31%
Grade D	34%	66%
Grade E	27%	73%
Grade F	39%	61%
Grade G	37%	63%
Grade H	44%	56%
Grade I	46%	54%
Grade J	49%	51%
Clinical Grade	59%	41%
Professor	64%	36%
Management	52%	48%
Senior Staff	67%	33%