

Equality, Diversity and Inclusion Committee - Update Paper 2018

Disability Update

The Disability and Access Strategy group has continued to drive forward the disability equality agenda, to ensure that disabled staff, students and visitors receive the appropriate support and adjustments during their time at Surrey. The group also has responsibility to develop marketing and communications for this area and ensure appropriate budget is allocated to the work. There is a specific focus on three key areas: Estate Accessibility; Staff Recruitment and Support; and Academic and Student Support. A series of projects and initiatives are being driven forward by these groups. A staff and student consultation forum is also in development utilising appropriate technologies to ensure user feedback and involvement, and an external advisory panel has been established to draw on expertise from local and national disability partners covering a range of disabilities and impairments. A disability forum was held on 18th September involving all members of the disability groups including external panel members. This was a really positive event with updates shared across all areas of activity and a further forum will be held in March 2019. One member of our external panel commented *'I sensed there has been a real step forward over the past 12 months or so. I know there is always much to do but to have a group of enthusiastic individuals representing many aspects of the University coming together with everyone contributing so positively and knowledgeably is great to see.'*

The group is considering membership of the *Business Disability Forum (BDF)* which provides members with pragmatic support by sharing expertise, advice and providing training and networking opportunities. They promote best practice and work with organisations to set and influence policy so that it benefits both organisations and disabled people. BDF also offer the Disability Standard, an online management tool to help businesses to measure and improve on performance for disabled customers, clients or service users, employees and stakeholders. This would help us to assess how disability-smart we are across the whole of the business. There is a membership cost of £3,700 per year plus a one-off joining fee of £750, plus VAT or two years at £6,660 (10% discount) plus £750 joining fee, plus VAT.

Estate Accessibility

Much has been done throughout the estate to make improvements to accessibility including automating doors throughout Oak House including conferencing facilities and Starbucks, updating signage, better management of lift outages, etc. Estates customer services representatives are working with students to tour the campus and understand where changes are required to improve accessibility including a review and appropriately located signage where ramps lead to stairs.

Sixty buildings have been surveyed for accessibility by construction consultants 'Ridge' and the data will now be reviewed with prioritisation of tasks based on the recommendations and in consultation with staff and students. Quick fixes are to be undertaken imminently with medium and longer term work scheduled in the planning round. The Quiet Centre which is being redeveloped to accommodate the University's faith and belief services also has an accessibility budget allocated to ensure the pathways and access to the centre are inclusive for all.

Questions have been raised to EFM on how lessons learnt about building accessibility are factored into new developments. A minimum design specification is being embedded into the project management process for all new builds and major refurbishment projects.

Over the last 18 months DisabledGo have been working hard to transform their marque and feel that this is the right time to rebrand to AccessAble. The name better reflects what they are about, 'access' and 'accessibility', but also resonates more with the people they aim to serve. While many people do identify with the name 'DisabledGo', feedback from people with hidden impairments, carers and conditions such as autism and mental health problems is that they didn't think their service was for them, which it absolutely is. Marketing and communications have helped to reflect this change throughout our website and to the University community and continue to support and promote this valuable tool. Use of the Access Guides has



been very positive with 13,981 total individual users and 34,890 total access guide views since November 2017.

This makes University of Surrey's access guides most highly used across the sector. The next phase of this project is to undertake some user feedback sessions to gather more qualitative data on user experience.

Staff Recruitment and Support

The focus of this group is to continue to work through the requirements for Disability Confident Level 1 which aims to support people through the recruitment process and throughout their employment at Surrey. We are looking at best practice in other organisations (e.g. Financial Services Sector Lloyds, Barclays, etc) for how to encourage disclosure of a disability and receive support.

A number of departments are undertaking 'Building Disability Confidence' training for their staff and as the Student Disability Team evolves, increasingly training will be offered in house, utilising the expertise of disability practitioners in the disability services team.

Connection has been established with the newly launched charity Autism Forward which aims to help autistic people find paid or voluntary employment and reach their full potential in life. The charity provides grants to enable autistic adults to access specialist employment related mentoring and work with employers to improve opportunities and inclusion for autistic employees.

Academic and Student Support

Key projects for this group include an extensive review of the role and remit of the Departmental Disability Representatives (DDRs) and forming a support network for staff involved in this work to share best practice and provide mutual support. A task and finish group has been established and members of this group will be interviewing existing DDRs and other key stakeholders to ensure this role is properly defined and supported. This new approach will provide more effective and efficient support to students with disabilities by ensuring appropriate training and positioning of disability champions in all departments.

Members of the Students Union Support Zone recently created a video raising awareness of invisible illnesses and this can be downloaded [here](#). The BVisible group has been established by students with the aim 'to bring illnesses out of sight into mind'. The University is helping this group with facilities to run a peer-support group each week to create a space to talk and provide mutual support.

Jo McCarthy-Holland/Shirley Price

Race Update

The University was recently informed that it was unsuccessful in its bid to achieve the Race Equality Charter Mark Bronze award. Despite the Self-Assessment Team working on the submission for more than two years, it was deemed that our Action Plan was not robust enough to achieve real and lasting change in Race Equality at the University.

Of course this is disappointing news, however, there are many positives that we can take from our bid. We now have a much richer understanding of race equality at Surrey, where our challenges are and where we need to make significant progress not least in the progression and attainment of our BME students. Advance HE have encouraged us to build on the work already carried out, which we will do as we work towards a re-submission in February 2020.

Vince thanked all the members of the Self-Assessment Team who were involved in putting together the submission, for their passion for change and for their hard work. Submitting a Charter Mark submission is never an easy task but requires collegiality, ability and confidence to challenge established views and determination to see the opportunities for positive change. The team exhibited all of these attributes.



We will be reviewing membership of the Self-Assessment Team and planning a strategy for re-submission over the next few weeks.

What is important is that all of us should be committed to the ethos underlying the Race Equality Charter mark and together ensure that the University continues to make the progress needed that will enrich us culturally, academically and professionally.

Michael Hassell/Vince Emery

Faith and Belief Update

What has been known as 'The University Chaplaincy' is an important part of University services. It is highly valued and exists to support the faith and belief aspects of the life of members of the University community, students and staff, by providing worship and spiritual practices, one-to-one pastoral care, and promoting dialogue and peaceful co-existence between people of different faith and belief. There are currently at least ten societies affiliated to the Student's Union dedicated to specific faith and belief groups, including, Christianity (of different expressions including Catholicism, Orthodoxy and Pentecostalism), Judaism, Sikhism, Islam (both Sunni and Shi'a), Atheism and Secular Humanism.

The University is currently in a period of transition, following the departure of Andrew Bishop, and has a unique opportunity to reflect, refocus and reset going forwards to ensure that the provision of services for faith and belief is aligned with the University Strategy and can inclusively support the needs of students and staff. Discussion is taking place around the naming of the new centre to appropriately reflect the provision of services that will be based there alongside a review of the Faith and Belief Forum, its terms of reference, name and membership. A meeting is taking place on 29th November to discuss how this important aspect of University life can be developed going forward.

Jo McCarthy-Holland/Zoe Gruhn

LGBTQI Update

The University's submission for the Stonewall Workplace Index was submitted at the end of August 2018, we will be notified of our result by the end of January 2019 and we will receive formal feedback from our Stonewall Client Manager in February 2019. It is the University's intention to build on this feedback and reapply in August 2019. As part of the Index application a staff survey was also carried out, results from the survey will also be shared at the February feedback session.

The inaugural Surrey Pride will be held in Woking in August 2019. It is envisaged that there will be a University of Surrey presence, on the march and at the festival which will be held in Woking Park.

Bi Day of Visibility was celebrated for the first time this year. There was a talk followed by a reception, it was well received and it is hoped that this will lead to more high profile events in the future.

Trans Day of Remembrance was marked on the 20th of November by an event held around the Alan Turin Statue. The Trans Flag was also flown.

Planning for a suite of events to celebrate LGBT History Month is in progress. There will be a range of events organised by the LGBTQI Equality Group, the LGBTQI Staff Network and the LGBT Student Society.

Work has begun on enhancing the LGBT Awareness Training that has been piloted in Student Services. The course will then become part of the suite of training being offered to all staff.

Michael Hassell

Gender/Athena SWAN Update

The last twelve months have been fairly successful in terms of Athena SWAN work. The University and three Departments were successful in renewing their Athena SWAN Bronze Charter. These achievements are the result of a committed team who has been working relentlessly to support the Director of Equality, Diversity and inclusion, the Director of People, Culture and Inclusion, as well as Departmental Self-Assessments Teams.

There are a number of areas that have been identified for short, medium and long-term work to ensure the University makes steady process towards an Athena SWAN Silver Charter submission in 2021.

Achievements

ATHENA SWAN ACCREDITATION

University Accreditation

The University was successful in securing Athena SWAN Bronze recognition in April 2018. This was a real achievement for the AS Self-Assessment Team and a vote of confidence in the University's approach to promoting gender equality across all areas of business. Prof Julie Yeomans, Agnes Filo and Michael Hassell were instrumental in delivering the application.



Following the submission of the Athena SWAN Renewal Application in 2017, the Self-Assessment Team (SAT) became the University Athena SWAN Implementation Team (ASIT). This committee reports to the University Equality and Diversity Committee and is tasked with implementing the Athena SWAN Action Plan and paving the way for an Athena SWAN Silver Award submission by 2021. Details of the current status of key performance indicators is listed below.

Departmental Accreditation

Three Departments/Schools submitted an Athena SWAN renewal in the April 2018 round. All three applications were successful. The successful applications were:

1. Department of Electrical and Electronic Engineering, led by Dr David Carey
2. Centre for Environmental Strategy, led by Prof. Angela Druckman
3. School of Health Sciences, led by Prof Melaine Coward.

Two Schools from the Faculty of Health and Medical Sciences are on track to submit for Athena SWAN Accreditation on 30 November 2018.

This year has seen an increased engagement with the accreditation process and we are confident that we are now on target to meet the ambition of 100% engagement by 2020. All departments are now actively participating in the process and local level surveys and focus groups are being organised. Departments are also setting up Self-Assessment Teams who are responsible for promoting the Equality & Diversity agenda at the local level.

A new programme of activities and workshops has been organised by the Director of Equality and Diversity, in conjunction with the PCI team. These activities are aimed at increasing participation and engagement with the process and include the following:

1. *Peer Review Workshops*, to provide early feedback and enhance the overall quality of the applications submitted by the University;
2. *Development Workshops*, to support Departments/School at the early stages of the accreditation process;
3. *Implementation Workshops*, to provide a space for the sharing of best practice across the institution.

Department's Submission/Accreditation Schedule

| Faculty of Engineering and Physical Sciences | Award status | Expected Submission date |
|---|---------------------|---------------------------------|
| Centre Environmental Strategy | Bronze | |
| Civil & Environmental Engineering | | November 2019 |
| Mech. Eng. Sci. | Bronze | |
| Maths | | April 2020 |
| Chemistry | | April 2019 |
| Computing | Bronze | |
| Chemical and Process Engineering | | April 2020 |
| Department of Electrical and Electronic Engineering | Bronze | |
| Physics | Juno Practitioner | |
| Faculty of Arts and Social Science | | |
| Surrey Business School | | November 2019 |
| School of Economics | | November 2019 |
| GSA | | April 2020 |
| Department of Music and Media | | April 2020 |
| Department of Sociology | | April 2019 |
| School of English and Languages | | April 2019 |
| School of Law | | November 2019 |
| Department of Politics | | April 2019 |
| Sch. of Hosp. and Tourism Management | | November 2019 |
| Faculty of Health and Medical Science | | |
| School of Health Science BRONZE | Bronze | |
| School of Biosciences & Medicine | Silver | |
| School of Psychology | | November 2018 |
| School of Veterinary Medicine | | November 2018 |

Progress on AS Action Plan

The University is making steady progress towards the implementation of key activities set out in the 2017 AS Action Plan. Some areas of work, e.g. the implementation of a report and support system, are proving challenging to achieve due to technical difficulties. However, we are working with key stakeholders to make sure that baseline cover is provided and we can make steady progress.

Key action plans commitments to note in this report:

1. Increase the visibility of women at high-level events. Specifically, the ASIT needs to monitor university and departmental level activities to make sure that we achieve the target (Action 2017APC4) of 30% of key roles allocated to women or a minimum of three people from the under-represented gender at all events.
2. Increased the visibility of Equality and Diversity in the context of academic promotions to increase confidence in the process and address the persistent gender gap in professorial promotions. Action 2017APAP5 sets out a strong work programme to improve opportunities for promotions on the academic pathways. Faculties have rolled out a series of workshops to support women planning to apply for promotion. These have been very well received and demonstrate our commitment to positive action.
3. Embed Athena SWAN into the PASS structures, thus increasing opportunities for progression and promotion of professional services staff. Action 2017APAP6 commits us to support PASS staff in career development and promotion. Embedding Athena SWAN into all development programmes provides important opportunities for under-represented groups.
4. Ensure the operationalisation of a report and support system for staff and students (Action 2017APPPP10). The office of the Vice Provost for Academic Development and the Students' Union will launch a joint campaign on "Zero Tolerance". ASIT will support the campaign and facilitate the operationalisation of the system.
5. Review and monitor gender pay gap for both academic and PASS staff (Action 2017APPPP1)
6. Monitor and continue to work on improving key HR policies (2017PPP1-PPP9). Director of Equality, Diversity and Inclusion is currently mapping all internal policies in order to have a detailed overview of the state of play and ensure progress over key action plan commitments.

Roberta Guerrina/Michael Hassell