



Equality, Diversity and Inclusion Plan

2020-2025



Foreword from Vice-Chancellor, Professor Max Lu

The University of Surrey is very proud to stand for what unites us: our shared humanity, and the invaluable contribution each and every one of us makes to our global community. We are committed to providing equality of opportunity for all our students and staff, and to creating an environment in which we can all thrive.

We are a community of the mind. Our progress in knowledge, wisdom and understanding can only be underpinned by a diverse and inclusive culture. At the University of Surrey, this is what we strive for. We are united in our commitment against all forms of discrimination. Respect for, and celebration of, each other as individuals is one of our core values.

The Equality, Diversity and Inclusion plan 2020-2025 focuses on how we will affect, maintain and continue to shape the culture that ensures this organisation is as supportive and equitable as it can be. We invite all our community to engage with this important work and create lasting change.



Our vision and commitment to equality, diversity and inclusion

At the University of Surrey, our ambition and the purpose of our Equality, Diversity and Inclusion (EDI) plan is to achieve equality of opportunity as we recognise and value difference, working together to create a culture of equality and inclusion. We strive for Surrey to be a place where everyone feels welcomed, valued and safe.

We are very proud of the diversity within our community and are committed to providing an inclusive environment that offers equal opportunities for all and the chance for

everyone to succeed. To achieve excellence, we recognise the value of each individual, enabling and supporting them not only to achieve their maximum potential, but also to understand their own responsibilities in our pursuit of equality.

Our vision to be a leading global university relies on our proven ability to attract the best people from the UK and internationally to work and study here; this can only be achieved when we work together to create a truly inclusive culture.

University context

Through this plan, we aim to ensure that equality, diversity and inclusion is central to how we function as a community and as a university, providing an equal voice for everyone and actively challenging inequalities and injustice where it exists.

Equality legislation

As well as our moral and ethical commitment to EDI, the University has a legal duty, as a public authority as defined by the Equality Act 2010, to advance equality for all.

This Act legally protects people from discrimination in the UK. It consolidated and expanded on many previous anti-discrimination laws to achieve these three aims:

- 1) Eliminate discrimination, harassment and victimisation
- 2) Advance equality of opportunity
- 3) Foster good relations between persons who share a protected characteristic and those who do not.



Equality work to date

The University has made significant progress towards our EDI targets from our previous EDI strategy. Much of our work has achieved recognition through national charters. External recognition not only champions our progress and successes in various areas, it also holds the University to account and demonstrates our commitment to equality and diversity in all spheres.

Our recent EDI successes include:

- Established an **Equality Impact Assessment** process, this has been tested successfully throughout the University.
- Established equality networks:

Women@Surrey – a network to support women academic and professional services staff.

SEED Network – The Surrey Embraces Ethnic Diversity (SEED) network is for people from Black, Asian and minority ethnic backgrounds to provide professional and personal peer support.

LGBTQI+ Network – a network for staff who identify as lesbian, gay, bisexual, trans, queer or intersex.

Faith and Belief (FAB) Student Council – a partnership between the University's Students' Union and the Centre for Religious Life and Belief.

- Charter awards and recognition:

University Bronze Athena SWAN award, as well as numerous **departmental awards** (including one Silver) across our three faculties.

Employment Works Award, recognising the University's commitment to improving disability equality.

- **Springboard development programme**, a career and personal development programme for women.
- Built a **returners programme** that draws together appropriate support, information and career development for people returning to work after a period of leave.
- Published the **Race Equality and Black, Asian Minority Ethnic Awarding Gap action plan**. This plan will be a strong platform on which to develop our 2021 University Bronze Race Equality Charter (REC) submission.
surrey.ac.uk/equality-diversity-and-inclusion

- Supported staff through the **Mandala development programme**; a career and personal development programme for staff members from Black, Asian and minority ethnic backgrounds.
- Introduced the **UK's first permanent rainbow crossing** at a university.
- Delivered an extensive programme of **LGBTQI+ awareness training**, a scheme for colleagues to demonstrate their support for, and solidarity with, the University's LGBTQI+ community.
- Launched the **Rainbow Allies Programme** (LGBTQI+ Allies).
- Revised our **Trans and Gender Identity Policy**.
- Participated in the **Purple Light Up campaign**, a disability awareness event to support International Day of Persons with Disabilities in December 2019.
- Launched **AccessAble website and app** with access guides for every building and route on campus.
- Launched **website for staff with disabilities** offering guidance and support on reasonable adjustments. surrey.ac.uk/working-at-surrey/adjustments-and-disability
- **We increased the number of Religious Life and Belief team members** from 17 to 23. New additions included a Chinese Christian (Friends International) community worker, a Christian International Student Intern, two Muslim Student Welfare Interns and a Jewish female welfare chaplaincy worker (plus another Jewish Chaplaincy team member).
- Monitoring efforts to promote a '**every student, a meal**' catering pledge to ensure that halal, Hindu vegetarian/vegan and kosher provision is available on campus.



EDI aims and objectives for 2020-2025

Development, consultation and collaboration

Our strategic plan for 2020-2025 has been developed through collaboration and negotiation with our EDI networks, the EDI Forum, student consultation and EDI Executive approval.

Being proactive in our approach

We have identified our EDI priorities and are proactively working towards these objectives, the majority of which are being or will be progressed through our action plans associated with our charters (University and departmental Athena SWAN Charters, University Race Equality Charter, Stonewall Workplace Equality Index, Disability Confident, and Equal Pay Audit).

These objectives will only be achieved through regular and comprehensive data monitoring, the implementation of equality impact assessments of policy and procedural changes, and clear and consistent marketing and communication output, as well as strong support from the University leadership team. We will continue to work with and learn from other institutions, developing and sharing good practice through partnership and collaboration, implementing evidence-based actions.

AIMS



OBJECTIVES

Promote an understanding/awareness of EDI issues and engagement across the University

Promote a zero tolerance policy to all forms of discrimination

Improve student academic awarding and progression

Improve staff satisfaction and diversity

Support Early Career Researcher progression

Provide strong and visible leadership

Celebrate diversity through a portfolio of University events

Promote an understanding of EDI issues and engagement across the University community

We want our staff to be proud of the University and to be actively engaged in our EDI agenda. Raising the profile of EDI work will be achieved through greater dissemination and improved training of structural inequalities and the impact of unconscious (and conscious) bias. Guidance and consultation from the EDI team in conjunction with University groups will equip staff and students to support our EDI agenda and understand our EDI objectives. To achieve culture change, we must embed EDI in all teaching and learning, research and partnerships. We must also support our professional services colleagues. This will enable a self-sustaining process that will support EDI in becoming 'second nature' for our community. Our EDI agenda complements our approach to teaching and research. It encourages our teaching staff and postgraduate researchers to offer an inclusive education. It also supports our research staff and students to conduct culturally relevant research and pursue research careers in an equitable way across groups.

How will we achieve this?

- Through the development of our EDI website and communications.
- Broadening our collaboration and engagement in the development of EDI-related policies from people at every level across the University, encouraging shared investment in this work.
- Embedding the comprehensive programme of EDI training in all departments' training schedules.
- Continuing our commitment to embedding EDI within our teaching and research and innovation activities through our Charter action plans.
- Encouraging recognition of EDI contribution in staff workload planning and appraisal.
- Raising the profile of our professional Chaplaincy, positioning it as a parallel support mechanism within the Centre for Wellbeing.

Promote a zero tolerance policy to all forms of discrimination

We want our zero tolerance approach to be embraced by all students, staff and visitors. This must be well communicated and have strong and appropriate mechanisms in place for reporting and responding to unacceptable behaviour.

How will we achieve this?

- Providing training to staff and students to support the University's zero tolerance policy.
- Increasing the uptake of LGBTQI+ awareness training.
- Introducing race equity training for all staff.
- Supporting the Centre for Wellbeing's objective to actively combat stigma and discrimination around mental health through our EDI training and campaigns.
- Reviewing and improving the awareness and effectiveness of reporting channels and procedures.
- Ensuring our brand demonstrates this commitment (i.e. through recruitment of staff and students).



Improve student academic awarding and progression

While the University's Widening Participation and Outreach department plays an outstanding role in broadening the reach of higher education opportunities to people from more diverse backgrounds, we must also focus on the experience and outcomes for students once they are at Surrey.

surrey.ac.uk/schools-colleges

Inequalities manifest themselves in our awarding gaps and lower levels of satisfaction across certain cohorts of students. Addressing these differential experiences and outcomes across student groups is essential to provide an equitable education for all students and a goal to which we are particularly committed.

How will we achieve this?

- Implementing EDI action plan points that focus on teaching and learning and culture change (within Athena SWAN, REC, Disability, LGBTQI+ charters).
- Improving student training and awareness.
- Improving staff training to raise EDI awareness and equip staff to support students and colleagues with their EDI needs.
- Through greater consultation with undergraduate and postgraduate students about their needs.

Improve staff satisfaction and diversity

Through our inclusive culture, we aim to create a work environment that is as equitable and rewarding as possible, encouraging our employees to have a work-life balance that allows them to thrive and contribute to the best of their ability. Therefore, we are focused on improving flexible working opportunities across the University, allowing teams to capitalise on the flexibility available to them. We are committed to fair pay and improving the diversity of our staff body and plan to maximise positive action to address underrepresentation.

How will we achieve this?

- Developing new flexible working recommendations to support work-life balance and wellbeing.
- Continuing to monitor, report on and introduce actions to close our gender and ethnicity pay gap.
- Implementing action plan points that focus on the staff recruitment process (REC and BAME awarding gap and Athena SWAN action plans), reviewing and enhancing recruitment processes to improve the reach of vacancies and eliminate bias from the selection process.

Support Early Career Researcher progression

EDI is also integrated into our approach to research, supporting all our research staff and developing research careers in an equitable and inclusive way. We will also aim for our research to adhere to best practice in terms of research integrity, inclusion and stakeholder engagement to ensure maximum and optimal impact for our communities.

How will we achieve this?

- Improving data monitoring to understand career progression across postgraduate research and early career research populations.
- Demonstrating the standards we expect of our research culture, partly through our commitment to the Concordat to Support the Career Development of Researchers principles. This requires our researchers to make an active contribution to the development of a supportive, fair and inclusive research culture.
- Improving representation within the processes for setting policy and allocating resources.
- Through our efforts to produce our best possible REF 2021 submission, we continue to thoroughly integrate EDI into our REF assessment processes.

Provide strong and visible leadership

To become a truly inclusive university, the University needs to work towards a culture that treats all people equally, irrespective of their protected characteristics. This requires engagement at every level, with strong and authentic support from our leadership team. Part of this leadership is about our transparency and regular reporting of EDI data.

How will we achieve this?

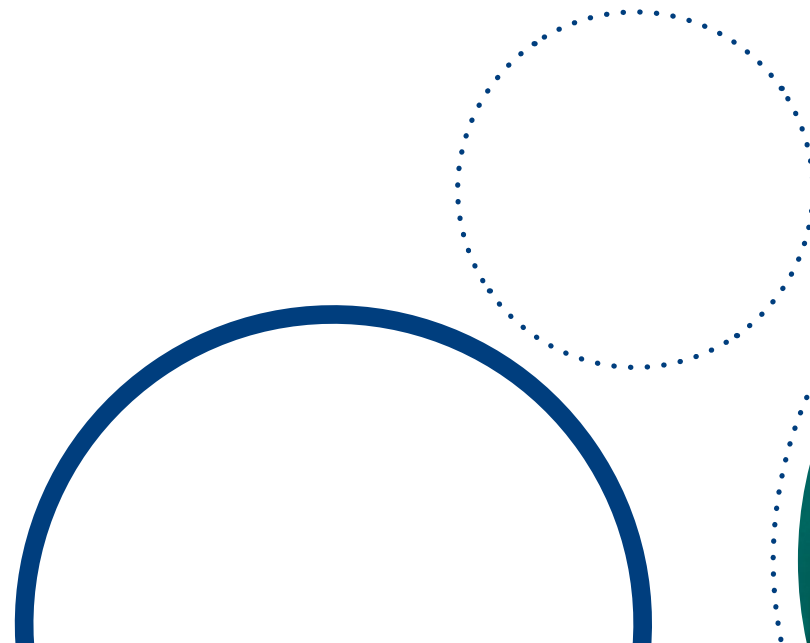
- Publishing EDI statistics, reports and action plans, including data on gender and ethnicity pay gaps, to show accountability for level of progress.
- Embedding EDI within senior leadership training.
- Establishing senior leadership targets that incorporate EDI objectives.

Celebrate diversity through a portfolio of University initiatives

We will continue to celebrate the diversity of our community through our networks, events, awards, staff appointments and promotions throughout the year.

How will we achieve this?

- Through stronger communication via our EDI website and diversity calendar, celebrating the religious and cultural dates relevant to our diverse community.
- Organising all year round events celebrating and commemorating important aspects across all EDI networks.





Measures of success

We will measure our success in various ways. In general, we will assess our impact through committee membership and meeting attendance, engagement with events and training and subsequent feedback, student and staff metrics and evaluation, and implementation of our various charter action plans. More specifically, we will have particular targets for different areas. These include:

Student/staff satisfaction and outcomes

- Close the gap in National Student Survey (NSS) ‘overall satisfaction’ between students on the basis of protected characteristics by 2025.
- Achieve 90 per cent on our annual staff survey for the EDI-related question ‘the University demonstrates commitment to equality, diversity and inclusion’ by 2025.
- Reduce awarding gap between Black and White students to 6 per cent by 2025 (as stated in our Action and Participation Plan 2020-21 to 2024-25).

Gender

- Achieve the institutional Athena SWAN Silver award in 2022 if data shows sufficient progress.
- All departments to have started the Athena SWAN application process by the end of the 2020-21 academic year.

- All departments to maintain or improve the Athena SWAN award up to 2025.
- Continued monitoring and working towards reducing the gender pay gap at all grades for academic and professional services staff until 2025.

Race

- Achieve the institutional Race Equality Charter Bronze award in 2021.
- Continue monitoring and working towards reducing the ethnicity pay gap at all grades for academic and professional services staff until 2025.

LGBTQI+

- Achieve a Stonewall Workplace Index Top 100 ranking in 2022, and improve or maintain the position each subsequent year up to 2025.

Disability

- Exceed the legal minimum accessibility standards for all University building upgrades by 2022.
- Achieve Disability Confident Committed Employer Level 2 by 2022.

Faith and Belief

- Provide adequate prayer, discussion space and/or facilities for our multi-faith community.

What our community says?

WOMEN@SURREY

“The Women@Surrey Network is an opportunity for women to share their experiences and their views, to network with colleagues and to hold each other up. In doing so we are aiming to create a healthier working environment for everyone.”

Louise Lawton, Global Engagement and
Co-Chair of the University's Women's Network

LGBTQI+ NETWORK

“It's so important to bring your whole self to university, whether you are a student or a member of staff. The University of Surrey's Rainbow Network supports everyone across and beyond the LGBTQI+ acronym, marking our histories and celebrating our achievements. Our aim is to make campus as vibrant, inclusive and welcoming as possible!”

Dr David Griffiths, Chair of the Staff Rainbow
Group and the LGBTQI+ Equality Group

FAITH AND BELIEF

“The Religious Life and Belief team, led by its Chaplains, from seven world faiths and the humanist tradition, is working with our staff, students and colleagues from other support services to ensure a growing sense of community is placed at the centre of our university. We have established a working partnership with the Students' Union through FAB! and other University services to promote a culture of participation and interaction through our growing Religious Life and Belief offer. We are working to provide a programme of activities that meet the University's faith and belief needs.”

Rabbi Alex Goldberg, Dean of Religious Life and
Belief and Coordinating and Jewish Chaplain

SEED NETWORK

“We have established the Surrey Embracing Ethnic Diversity (SEED) network to bring together the community of staff from minority ethnic groups to facilitate professional and personal support for one another. Our network will serve as an active collective voice into the race equality action plan that the university is implementing, in order to embed a culture that is proactively inclusive of the voices from the diverse ethnic groups at our University.”

Ann-Marie Agyeman, Senior International
Officer and Race Equality Adviser

DISABILITY NETWORK

“At Surrey, we have a large and diverse community of staff and students and we value and seek to maximise the skills and talents of all. We are committed to ensuring that support and adjustments are available for members of our community who are disabled or living with long term health conditions. We want to build an inclusive environment that is welcoming and supportive, by removing barriers and encouraging full participation in all that Surrey has to offer.”

Jo McCarthy-Holland, EDI Adviser,
Disability Lead

STUDENTS' UNION

“Here at Surrey we are excited to have a hugely diverse community with students from all over the world from a whole host of different backgrounds and it is important that we celebrate and cater for each and every individual. Over the next year and beyond, the Students' Union's focus is to ensure that every student feels welcome, safe and at home at Surrey and all have equal opportunities to get involved in student life.”

Lizzie Rodulson, President
of the Students' Union



Leadership and governance

The Academic Lead for Equality, Diversity and Inclusion and the EDI team are responsible for this Equality, Diversity and Inclusion plan. Our agenda is determined by the EDI Executive group, chaired by the Chief People Officer. The Executive agrees priorities, makes strategic decisions and guides the prioritisation of budgets to enable success in relation to EDI.

Our EDI action plans are driven and supported by our EDI Forum, members are drawn from across the EDI networks and wider University community, it is chaired by the Academic Lead for EDI. This committee serves as a listening post to capture and discuss all EDI issues and propose action points for consideration by the EDI Executive.

Monitoring and reporting on progress

We will report on our progress towards our strategic priorities to our networks and committees, through our EDI website, and through our annual reports. While these priorities are currently identified as such, we are keen that this plan is flexible enough to enable us to respond as changes occur, to ensure that we are responding appropriately

to our local, national and international contexts. Minor changes to these strategic priorities will be shared with the appropriate network and then the EDI Executive for approval. Major changes will be discussed through consultation with the relevant staff and student network, the EDI Forum and the EDI Executive.

Reporting incidents and complaints

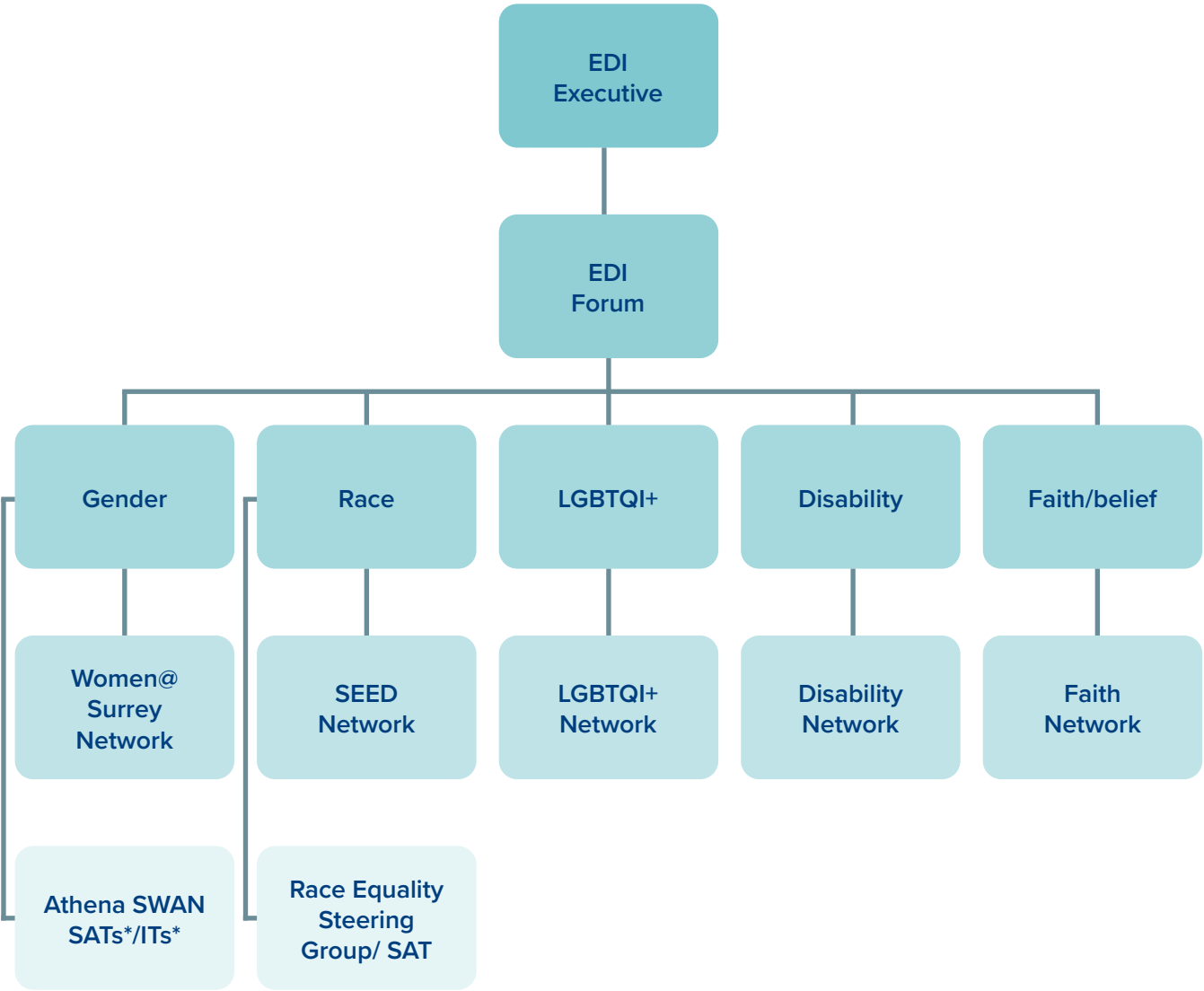
At Surrey, we have a zero tolerance to abuse, bullying, harassment, hate crime and sexual misconduct; they are never acceptable. To report any experiences or observations, please use our online Report + Support tool: reportandsupport.surrey.ac.uk

Reports can be made anonymously or with contact details.

Further information

More information about our EDI work and relevant University policies can be found on our website: surrey.ac.uk/equality-diversity-and-inclusion

The EDI team can be contacted at: EDI@surrey.ac.uk



*SAT: Self-Assessment team
*IT: Implementation team



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For information on how we're managing
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