



UNIVERSITY OF
SURREY



EQUALITY DIVERSITY & INCLUSION

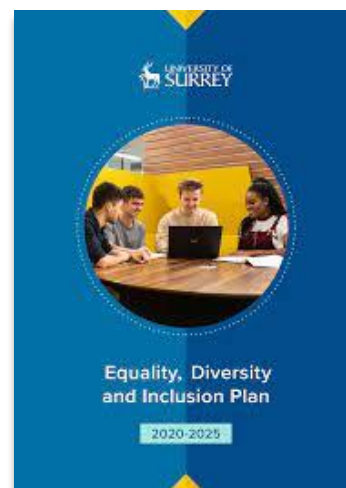
2021/2022 ANNUAL REPORT



Introduction

This report summarises our EDI activity over the past year and provides a summary of progress towards our objectives. We have maintained our focus on the implementation of our five-year EDI strategy (EDI Plan 2020-2025), working towards our four EDI priorities: improving staff diversity, closing pay gaps, reducing student awarding gaps and building our inclusive culture. We continue to deliver a range of initiatives that cover our five key areas of equality: gender, race/ethnicity, LGBTQIA+, disability and faith/belief. This document provides an update on key EDI activities between September 2021 and October 2022.

EDI covers all areas of the University's business and the EDI team's work supports all strategic objectives, in particular Learning and Teaching, Student Experience and Research. Much of our EDI work is built on the University's compliance with the Equality Act 2010 but also pays attention to our moral duty to provide an inclusive work and study environment for all members of our community. It also considers the positive business benefits of taking account of the needs of all our stakeholders and demonstrating awareness and care with regards to all protected characteristics.



We launched our EDI Plan 2020-2025 in October 2020 to outline our key EDI strategic priorities. This was part of an important consultation from stakeholders across Surrey and has been well received by our community. We have a broad array of existing and new EDI initiatives to ensure that we are fulfilling our objectives from our EDI Plan. We have led a strong internal communications campaign this year to raise the profile of our new strategy and broader work. We hold an EDI Forum three times per year, and these are well attended and well received. They help to cascade information about EDI to various parts of the University and keep our EDI champions up to date with EDI activity and progress. We have supported the regeneration of the Faculty EDI committees this year and continue to support much of the EDI work happening at a departmental level. We have also worked closely with the Students' Union (SU) team to ensure that our work caters most effectively to student needs. We have revised our [external EDI webpages](#), [SurreyNet](#) intranet pages and My Surrey EDI webpages to provide a space to share our work and resources to support staff and students.

EDI Team

The EDI team comprises Emily Williams, Director of EDI, Jo McCarthy-Holland, EDI Manager, Michael Hassell, EDI Advisor and Charters Co-ordinator, Janet Ramdeo, Race Equality Advisor and Inclusive Education Academic Developer, and Nifemi Kesinro and Sharna Piercy, EDI Interns.

We have been working with teams across the University to support students and staff and have been driving progress and change in all areas. Based on staff and student feedback, we are confident that our work is having a positive impact on supporting a positive culture change for our Surrey community.

Four EDI priority areas:

1) Improving staff diversity

This priority brings to the fore our need to diversify our staff population, with a particular focus on increased representation of women in senior roles and of Black, Asian and minority ethnic colleagues throughout the organisation. The need for more diverse representation within our staff body is essential to reflect and properly serve our diverse student population.

How are we currently working to achieve this?

In collaboration with the Resourcing team, we continue to drive this priority through our *Diversity 200* project, which is a pan-University inclusive recruitment campaign aimed at improving the diversity of our academic staff profile. The project examines each stage of the recruitment process: analysing the advert wording and where the advert is placed; looking at the gender and ethnicity of longlisted and shortlisted candidates; reviewing the assessment and interview process; and analysing the diversity of those who are offered posts at the University. We have developed an online checklist to support colleagues to make their recruitment more inclusive.

In collaboration with Strategic Planning, we have launched an EDI dashboard to improve progress monitoring of EDI-related priorities. This is helping teams across the University to examine their data on staff diversity, student outcomes and our other priority areas and take ownership of their responsibility for progress in their areas.

2) Closing gender and ethnicity pay gaps

As is common across the sector, we continue to observe pay gaps between men and women at Surrey and between White and Black, Asian and minority ethnic colleagues.

How are we currently working to achieve this?

We have undertaken, in collaboration with HR, an extensive review of the gender and ethnicity pay gaps across the University to improve our understanding of the causes of the pay gap and how best to address. These reports will be available on our EDI intranet pages in early 2023. The Executive Board are committed to closing our pay gaps and we have developed a detailed action plan with proposed changes to processes that will be the best way to address the gaps. Many of the initiatives recommended are in place as a result of *Diversity 200* but need more consistent embedding across the University.

3) Reducing student awarding gaps

This priority encompasses many of the Access and Participation Plan (APP) targets around closing the awarding gaps that exist in student outcomes.

How are we currently working to achieve this?

Our Widening Participation and Outreach team have an established programme of activities that work towards closing gaps in success between groups, and we have cross-University teams dedicated to evaluating these gaps and sustaining our progress through our inclusive education provision. Janet Ramdeo, our academic developer, is driving our inclusive education implementation across all our programmes. Janet is working closely with Osama Khan (PVC Academic), Esat Alpay (Chair of the new Student Success Group dedicated to inclusive education), the Students' Union and Emily Williams. Our wider Race Equality Charter action plan (see below) commits to a range of activities that will work to improve the sense of belonging and inclusion for our Black, Asian and minority ethnic students that we expect to have an indirect effect of closing gaps between ethnic groups.

Diversifying the staff body, through our Diversity 200 campaign, should have an impact on under-represented student outcomes through improved representation of women and Black, Asian and minority ethnic academics and increased role modeling opportunities.

Our first full cohort of Surrey Black Scholars began their PhD programmes in October 2022. The Surrey Black Scholars programme is a joint Doctoral College, EDI and Surrey Institute of Education initiative funded by Office for Students and Research England, that includes significant co-investment from the University.

The programme is designed to provide Black British students with the resources, support and environment necessary to pursue rich and rewarding research careers. Through embedding sustainable initiatives that build a pipeline for Black students, enhance experience and provide a career boost, we are increasing the numbers of Black British students within our PGR community, while improving our inclusive culture and race equity at Surrey to benefit our whole postgraduate community. This multicomponent programme comprises a range of activities, including our 'Surrey Black Scholars' package that provides a fully-funded, enhanced PhD experience for Surrey Black Scholars (summer school, mentoring including reverse mentoring for Executive Board, placement opportunities, teaching qualifications, tailored career advice).

We have also launched additional funding studentships to support more Black British students into undergraduate programmes. We are delighted to have welcomed our first two Cowrie Foundation Scholars this academic year. The University is partnering with the Cowrie Scholars Foundation to provide full financial support to two Black British students from low socioeconomic backgrounds through their undergraduate courses. The Foundation was established in 2020 by Professor Richard Oreffo (University of Southampton) with the aim of supporting 100 Black British students from disadvantaged backgrounds through university.

4) Building an inclusive culture/Zero tolerance to hate

This priority asserts the importance of our zero tolerance to hate, discrimination, harassment and bullying and highlights our goal for an inclusive culture. This complements the University value of 'inclusion', responds to the Universities UK's recommendation for dealing with racism on university campuses.

How are we currently working to achieve this?

All our EDI training supports the embedding of inclusion, and we work with colleagues across the University to thread EDI through all our processes, such as leadership training and appraisal and promotion systems.

We have continued to deliver our suite of EDI training provision this year. We have launched the new student *Zero Tolerance to Hate* module, in collaboration with the Student Experience team, the Students Union and Advance HE.

Our existing training modules continue to be well attended and reviewed ("[this was] the most impactful training of this kind that I have seen to date"). We are working with Learning and Development to maximise impact and create a streamlined approach to accessing training and toolkits.

Unconscious Bias Training and LGBTQIA+ Awareness Training are being delivered face-to-face. Both courses have been reviewed and re-energised feedback from colleagues and discussions between members of the EDI team who deliver these sessions. We continue to offer bespoke training for departments and teams according to training needs.

Furthermore, the Executive Board are being reverse mentored by staff and students from under-represented backgrounds. The reverse mentoring scheme is a pairing between two members of an organisation with different levels of experience. By engaging with this scheme, our hope is that we can build cultural humility and competency across our organisation, reducing unconscious bias from the top down. The staff involved describe the scheme as an invaluable opportunity to have their voices heard and contribute to changes within the university.

We also achieve this through our support of the equality networks and our events celebrating or commemorating key events relevant to EDI (see further below).

Menopause Project

Our sector-leading Menopause Project has been endorsed by senior leaders and is held up as an example of best practice in providing support and education on menopause for all members of the community. Menopause Awareness Training has been developed and starting to be rolled out to all managers and demonstrates a positive culture change and commitment to improving working conditions, demonstrating compassionate leadership and enabling a sense of wellbeing, safety and belonging.



Our team of trained, committed and passionate menopause advocates has grown this year and these women speak openly about their lived experiences, champion the cause and make themselves available to others within the staff community. Their ideas, compassion and creativity have helped to bring life and energy to this really important work.

We have a range of resources and a carefully curated toolkit that offer support and awareness to anyone wanting to learn more, alongside a growing menopause network and regular opportunities for peer support via our monthly menopause cafes. This project aims to be accessible to a wide range of groups and is continually evolving to meet the needs of the people it serves. Surrey is leading the way in forming an HE Menopause network helping to build our capacity as a sector, draw together resources, use our networks, share best practice and take the opportunity to impact as many women as possible.

In October we hosted an incredible event 'Menopause whilst Black' with guest speaker, Karen Arthur, who was in conversation with Head of GSA's Catherine McNamara. Karen spoke with passion, enthusiasm and positivity about her life story and work. This event marked National Menopause Day and Black History Month.

Gender Equality

Athena Swan

More generally, we continue to implement our gender equality work through our [University Bronze Athena SWAN Action Plan](#), progressing our delivery of agreed initiatives to advance our embedding of gender equality activities across Surrey. We will be submitting our application for a silver award in May 2023. To achieve this, amongst many initiatives, we are making progress by narrowing our gender pay and maximising our career progression opportunities for women. We undertook a gender pay review in October 2022.

The number of schools/departments that hold an Athena Swan award has risen to 16 – The School of Hospitality and Tourism Management, Guildford School of Acting and Chemistry are the latest successes. Physics now hold a Silver Award, converting their Juno Award to an Athena Swan Award via the Advance HE submission process. This is the University's second Silver Award.

Two departments have results pending, having submitted in November 2022 and the remaining four schools and departments without an award are all working towards submitting over the next 18 months.



Springboard Women's Development Programme



Springboard is the award-winning, globally recognised, personal development programme for women that we run at Surrey. This programme ran with a full cohort in Spring 2022, receiving very positive feedback and impacting the lives of the women who participated.

Surrey Women's Network

The Surrey Women's network has continued to grow throughout the year with new joint Chairs covering Academic and Professional Services. Our membership is continuing to rise from 153 in September 2021 to 195 in October 2022. Our Microsoft Teams site is active in sharing information, news and offering support. During this period, we held an event for International Women's Day with three great speakers and we highlighted to HR the concerns of our members about the dates of the promotion round and got this moved back a week to move it away from the half term break.

Race Equality

Race Equality Charter

We were successful in our application for a bronze Race Equality Charter (REC) award in August 2022. This involved pan-University staff and student collaboration and further cements our commitment to addressing race inequalities. Our Steering Group and Self-Assessment Team, which were under the leadership of Osama Khan and Emily Williams, have been reconstructed to create a single Implementation Team. The development of the Implementation Team and the oversight of the REC Action Plan progression is being led by Janet Ramdeo, and the Implementation Team will continue to be operationally led by Osama Khan and Emily Williams, to deliver true change at Surrey.

SEED Staff Network

We have established the Surrey Embracing Ethnic Diversity (SEED) network to support Black, Asian and minority ethnic staff. The network has grown in strength and in number and are working towards sharing the diverse cultures that make the University of Surrey unique and attractive for a range of staff and students. The group is chaired by members of the network who have formed a Steering group.



The SEED network meets on a regular basis to discuss the University's race equality activity. In addition to developing ways to reflect and communicate the needs and feelings of non-white staff, it offers a safe place to connect and support each other. In October 2022, SEED organised a range of activities to celebrate Black History Month including an informative discussion surrounding coping with microaggressions and a celebrating cultures event with traditional ethnic clothing and food.

Black History Month

To celebrate Black History Month, we organised a range of events and activities. We invited several guest speakers covering a range of topics from intergroup prejudice to the menopause, to intersectional inequalities in education and Caribbean folklore. The presentations encouraged many thought-provoking conversations amongst our staff and students. Several internal events were also organised by faculties and networks including film screenings and discussion groups.

LGBTQIA+ Equality

Trans and Gender Identity policy:

We introduced our new Trans and Gender Identity Policy for staff and students last year. This work involved extensive consultation across the University. A student friendly version of the policy FAQs is currently being produced to help make the information more accessible.

Many student-facing staff have undertaken 'Supporting Trans Students' training. As a result of these sessions not only have staff been empowered with knowledge to support trans students, also, the Trans and Gender Identity Policy has been updated following feedback at these sessions.

LGBT+ History Month

The EDI Team coordinated a broad range of online activities for LGBT+ History Month 2022 and is already involved in organising face-to-face events for February 2023. These events will include a talk on the History of the Trans Community and a talk by an author – Alex Reeve, being organised in conjunction with the School of Literature and Languages.



Trans Day of Remembrance

The University commemorates Trans Day of Remembrance every year. In 2021 the EDI team supported the LGBTQIA+ Student Society in organising a memorial event at the Alan Turing statue on campus. All attendees were invited to light a candle in memory of all the members who had lost their lives.



LGBTQI+ STEM Event

An event was held to celebrate LGBTQI+ in STEM (Science, Technology, Engineering and Maths) Day. A number of speakers delivered presentations about their experience as a member of the LGBTQI+ community in relation to being an academic or researcher in the STEM fields. The event was chaired by Sara Trinder from School of Biosciences & Medicine and there were guest speakers from University

of Hertfordshire, University of Warwick and European College of Veterinary Anaesthesia & Analgesia.

Disability Equality

Disability Action Plan

Disabled* staff and students are a valued and integral part of the University community and accessible, inclusive and appropriate provision is core to the values of the University. Over the year, we have pressed on with implementing improvements in the way we support disability and neurodiversity across all aspects of University life, with a focus on the student experience, staff experience and the physical campus. As part of Surrey's commitment to being an inclusive community, we began work to develop the Purple Network to offer a safe space for staff with experiences of disability and chronic illness. The network aims to provide a voice to support each other, incite change and advocate for the needs of the disabled community.



A disability and accessibility review is underway to specifically address the reasonable adjustments process, progress on improving campus accessibility and the way that information is made available for staff and managers about support services. To help build an inclusive culture which creates the right conditions for everybody to succeed, we worked closely with the Purple Network and responded to feedback from the People Survey to ensure that staff views are fully considered in this work. We partner with the Business Disability Forum to ensure best practice in all aspects of our disability work. *Disabled, neurodiverse and those with long-term conditions.

Surrey Sunflower initiative



The [Surrey Sunflower initiative](#) continues to support the needs of people with hidden disabilities/invisible illnesses. Wearing the sunflower discreetly indicates to people around the wearer that they may need extra support, understanding or time. Anyone wanting to a sunflower lanyard/pin badge/wallet card can collect one from points across campus.

Employment Works

We have continued our partnership with Surrey Choices (Surrey County Council) on the Employment Works project. A number of young people with Specific Learning Differences have been supported in their work placements in various departments across the University, providing highly valuable work and life experience and overseen by job and employability coach David O'Connor. This programme continues to be well received by all stakeholders and makes a huge difference to the lives of those who participate.

Neurodiversity Network

The Neurodiversity Network was set up in 2021 by Daisy Shearer with support from the EDI team. The network provides support and raises awareness for neurodivergent people at Surrey. It is also intended to offer a space to celebrate the strengths that a neurodiverse workforce and community can bring. The [Neurodiversity at Surrey blog](#) and the [neurodiversity resources Padlet](#) are regularly updated with resources suggested by network members. People can also join the steering committee.



Religious Life and Belief

Over the year we have continued to work in partnership with the Centre for Religious Life and Belief and the Chaplaincy team to ensure that support and pastoral care is provided to people of all faiths and beliefs. We have worked together to develop a religious literacy training pilot with a view to rolling this out across the University in 2023. The Chaplaincy Team led by Rabbi Alex Goldberg has been active in identifying and providing for the pastoral needs of the community and has celebrated key festivals and events throughout the year.



Governance

In all our work, we collaborate with our networks and equality groups to understand their priority areas or needs; these plans are communicated to the EDI Forum and approval obtained through the EDI Executive. We also work closely with the EDI Committees within faculties and departments to disseminate our work.

Equality impact assessment (EIA)

We conduct EIAs on all our new initiatives and support people across the University to undertake these assessments with training and toolkits to guide them through the process.

Next steps

We will continue with the implementation of our action plans and work towards the submission of our equality charters. We will continue to work alongside staff and student groups at the University to respond to the needs of our community, particularly around our four priority areas: 1) Staff diversity; 2) Student awarding gaps; 3) Pay gaps; and 4) Zero tolerance and inclusive culture.

Further information

Further information on all our work, including our EDI Plan 2020-2025, can be found on our [EDI webpages](#).

