PROGRESS ON EQUALITY OBJECTIVES 2016 - 2020
INTRODUCTION

The University’s approach to Equality, Diversity & Inclusion (ED&I) is important from both a values perspective and a talent perspective – both of which are key to our success as an institution. From a values perspective, ED&I is integral to our ability to ensure dignity and respect within our community. From a talent perspective, the creation of an inclusive environment is essential if we are to attract the most able staff and students to our University.

The purpose of setting specific, measurable equality objectives (in addition to meeting and performing against the general equality duty under the Equality Act 2010) is to focus attention on the priority equality issues within the University in order to deliver improvements in policy making, service delivery, and employment.

The Equality Objectives are aligned to the University strategy and have been developed in collaboration with our key stakeholders. They were published for the first time on 6 April 2012, and have since been reviewed (and must be revised) at least every four years thereafter. When setting the objectives, consideration has been given to what extent a function or policy affects discrimination, equality of opportunity and good relations, and the extent of any disadvantage that needs to be addressed.

You can read the University's Equality Objectives, as well as previous objectives and progress made against them, at warwick.ac.uk(equalops/equalityobjectives

If you have any questions, comments, or feedback get in touch on equality@warwick.ac.uk
DISABILITY INITIATIVES

Objectives 1(ii) and (v), 2 (ii), 4(i), 7(ii) and 8
In April 2018, the University became a member of the Business Disability Forum (BDF) and commenced work on self-assessing against BDF's Disability Standard framework with a view to creating an action plan to improve processes and procedures for disabled staff and students. A Disability Steering Group was formed, chaired by the Provost. Significant progress is being made to address the criteria required to meet the Disability Standard.

Appointing of Senior Disability Champions across ten key business areas who are actively working towards compliance with the framework.

Creation of guidance booklets to support individuals (including line managers) and raise awareness of the support available to disabled staff.

Recruitment to a new post of Accessibility Officer to undertake building audits.

Organisation of Disability and Carers Awareness event in June 2018 to give staff and students access to both internal and external agencies.

Consultation with disabled staff via an online survey and drop-in session in order to inform this work.

Purchase of additional evacuation chairs and defibrillators.
280 STAFF (4.4%) HAVE DECLARED A DISABILITY
(as at August 2018)

This is compared to a sector average of 4.7%. Through consultation, engagement and communication of this work within our community, it is anticipated that processes and procedures will be improved and that staff will begin to feel empowered to disclose their disabilities, in order that the appropriate reasonable adjustments can be put in place to support them.

If you or a staff member you line manage need reasonable adjustments have a look at the Disability Framework - a guide designed to provide managers with an overview of when and how to implement a temporary or permanent reasonable adjustment, and to help them through the process. You can find more information at warwick.ac.uk/services/equalops/disability/framework.
Image above: Disability and Carers Awareness event, June 2018
Image below: Provost taking part in a wheelchair challenge, October 2018
GENDER INITIATIVES

Objective 4 (ii)
The University was successful in renewing its Silver Athena SWAN award (April 2018 submission).

A four year action plan is now being progressed as part of the University’s continued commitment to address gender equality.

16 departments now hold Athena awards, and many are working towards new awards or renewals.

**Silver award holders**
- Chemistry.
- Physics.
- Life Sciences.
- Warwick Business School.

**Bronze award holders**
- Engineering (silver award pending).
- Mathematics.
- Warwick Medical School (silver award pending).
- Psychology.
- Statistics.
- Warwick Manufacturing Group.
- Centre for Educational Development, Appraisal and Research.
- Philosophy.
- Sociology.
- Politics & International Studies.
- Law.
- Institute for Employment Research.
Gender Task Force

The Gender Task Force was established in October 2017 (catalysed by the Women in Academia workshops) to address issues impacting on gender imbalance at the University, to make sure that we can make best use of all the talent available, and that individuals and the University feel the benefit of this. The Task Force meets twice termly and works on areas including pay gap reporting, promotions, career breaks, and recruitment.

Promotions

In 2017 we started a reform of our promotions process, in order to remove the perceived structural barriers to promotion for women. As a consequence we are starting to see proportionally more women applying for and achieving promotion. Following the first round of changes, we saw a 100% success rate for women who applied for professorial promotion.

A further set of changes were introduced in 2018 and the most recent round of academic promotions (2018/19) has shown continued high success rates for women and across all academic grades more women than men were successful with their promotion applications.
Maternity pay
The University has approved a significant increase to occupational maternity and adoption pay provisions. These revisions will be implemented shortly and reflect research which suggests enhanced maternity pay aids the retention of women, specifically those in academic roles. These changes will ensure that Warwick's provision is competitive with that of other Russell Group universities.

Ongoing work in relation to family friendly policies and the creation of an information hub will further develop a cohesive approach and raise awareness of the support that is available to staff.

Academic Returners Fellowship
The Warwick Academic Returners Fellowship (launched January 2015) provides 'buy-out' funds for the teaching and administrative duties for those on full academic contracts who are returning to work from long term parental type leave, such as maternity leave, adoption leave, extended paternity and long term parental leave. The fellowships allow the returner to fully concentrate on their research work and the subsequent production of publications.

34 academic staff members have been awarded Fellowships, including one male for adoption leave, since the January 2015 launch.

Feedback has been excellent and staff view this as a very positive and valuable initiative. You can find more information on the Maternity, Paternity, and Adoption webpage at warwick.ac.uk/services/equalops/maternity.
Our Gender Pay Gap represents an area of genuine challenge for the University and reflects to a large degree the problem of a disproportionately large number of women in lower paid grades.

With regards to the Gender Pay Gap, we have consulted with staff and Trade Unions to identify further changes that could be made to University policy and practice. We believe that by seeking to access the expertise that reside within our community we will be able to identify further interventions that will support the progression of women and thus help reduce the gender pay gap.

To drive this agenda forward we have established a Pay Action Group, which will co-ordinate our initiatives to address both the gender and ethnicity pay gaps. The Group is developing a comprehensive action plan which will trigger interventions in a range of areas including recruitment, working practices, reward transparency and staff development (which are also being addressed in our Athena SWAN work).
In addition, we have participated in an **Ethnicity Pay Consultation** led by the Department of Business, Energy and Industrial Strategy (BEIS) who will be investigating various methodology options for the calculation of the ethnicity pay gap, which will assist them to formulate their recommendations. We were asked to provide feedback on what works for our organisation, what doesn’t work and any specific challenges.

The University actively addresses any equality issues and the difference in pay between men and women doing the same type of work is small, averaging around 2% at all levels except for Grade 9, which is our senior staff group. Our **Senior Pay Review** process for this senior staff group includes a rigorous programme of equality adjustments and 25 equality adjustments were made in 2017/18 as part of a process to rectify any obvious pay anomalies.

The University published the overall mean and median gender pay gap data as at 31 March 2018 on 27 March 2019. Key points to note include:

- In comparison to other Russell Group Universities, the University’s median pay gap is the **second highest**.
- The mean gender pay gap and mean bonus pay gap has **decreased** as at the snapshot date of 31 March 2018, however the median gender pay gap and median bonus pay gap has increased. It should be noted that the majority of press coverage is around the median pay gap.
- Snapshot data of 31 January 2019 shows that the median has **improved but the mean has stayed constant**.

We still have a great deal of work to do to ensure better gender representation across the breadth of our workforce, and we are developing our strategy for inclusion to help us to address this.
In 2019, the University formed a Race Equality Taskforce (RET), which is chaired by Professor Leroy White and Vice-Chaired by Dr Meleisa Ono-George.

The RET will consult and work with all business areas across the institution with the aim to address issues around racial inequality and will oversee the work of the Race Equality Charter Mark Self-Assessment Team (the latter will be a sub-group of the RET).

The Race Equality Charter Mark (RECM) is an initiative run by Advance HE, which aims to inspire a strategic approach to making cultural and systemic changes that will make a real difference to minority ethnic staff and students. The RECM SAT was established in June 2015.

The RET aims to:
- Develop a strategy for Race Equality.
- Review information, research and data on race inequality and, where necessary, make recommendations for changing practices.
- Actively inform how the University engages key people/audiences on ‘race’, racism and race equality through influencing the adoption of best practice.
- Report regularly to the Social Inclusion Committee and other strategic University Committees.
During October 2018, subscribers to the ED&I newsletter received a special Black History Month email series with a specific focus on promoting and celebrating Black history.

These weekly emails included blogs, books, quotes, podcasts, videos, and events that we hoped would get people thinking, help people learn more, and start conversations. Each email included only six recommendations, to make it more manageable for people to engage with some (or all) of the content. Even better, everything listed in each email is freely available online or from Warwick’s library.

Everything included in the BHM email series is listed on our website at warwick.ac.uk/equalops/race/bhm18.
Professor Gus John: What Should Black History Month Mean Today? (26 October 2018)

In addition to the Black History Month email series, on Friday 26 October 2018, Professor Gus John spoke at Warwick on what Black History Month should mean today.

Professor Gus John is a renowned activist and academic who has been working in education, youth work, and social justice since the 1960s. In 2016, he was chosen as one of the 30 Most Influential Contemporary African Diaspora Leaders globally.

Professor John posed that in the UK, and we’re now in a time of, on the one hand, growing movements on decolonising curricula, mobilising the global African diaspora, and reparatory justice, and on the other hand, the resurgence of fascism in Europe. The talk explored this subject and the implications for the Higher Education sector and Black History Month more broadly.

The event was a success and very well attended, including attendance from senior staff at the University.
LGBTUA+ INITIATIVES

Objectives 1(iv), 2(ii), 3(i) and (ii), and 7(ii), (iv) and (vi)
Warwick continues to submit to the annual Stonewall Workplace Equality Index which measures how organisations raise awareness, address issues, and support the LGBTUA+ community. In 2018/19 Warwick was ranked 162 out of 445 organisations, across all sectors taking part in the Index. Over that last 2 years, the University has risen a total of 181 places despite the growing numbers of organisations who participate. Initiatives to support the LGBTUA+ community on campus include:

**2016**

In 2016, an **LGBTUA+ Taskforce** was created, with both staff and student representation.

**2017**

In July 2017 the **LGBTUA+ Supporters** programme was launched. Supporters are not expected to be experts on sexuality and gender issues but are committed to ongoing learning and examination of their biases. They have a visible presence by wearing a rainbow and/or trans pride lanyard and displaying a Supporter card in their work/study area.

**2018**

In February 2018, local school students from WP backgrounds and who identify as LGBTUA+ attended a **Rainbow School Visit** giving them an opportunity to speak to staff and students who identify as LGBTUA+ about their experiences in HE and support available.

**2019**

The Rainbow Schools Visit was **successfully repeated** in February 2019 and will be held at the Warwick in London offices in October 2019 for students from London schools.
In addition, the University has:

- Provided financial support to **Coventry Pride festival** contributing £10,000 over a three year period.

- Developed **publications**, including 'Role Model Guide: Celebrating LGBTUA+ at Warwick' (features images and quotes from members of staff, students, and alumni) and Safe Overseas Travel Guidance for Staff with Protected Characteristics (with sections on sexual orientation and gender identities).

- Flown the Rainbow, Trans, Bisexual and Asexual **pride flags** to raise awareness.

- Purchased of a range of **training videos**, including 'Sexual Orientation', 'The Trans-Friendly Workplace', 'Transgender Awareness', 'Bullying and Harassment', and 'Cultural Awareness' (within the last 12 months these training videos have received 4482 views).

- Had a member of the ED&I team serving as the Ally Champion on the Steering Group of the **LGBT+ Network of Networks in Higher Education** and hosted a meeting of the Network at Warwick.

- Held a **bisexual awareness event** in September 2018 to raise awareness of issues relating to bisexuality.

- Launched a **Queer History Reading Group** in 2018.

- Held a 'Growing up LGBTUA+ through the Decades: **LGBTUA+ History Month Networking Lunch**' during LGBTUA+ History month (February 2019).
Image above: 'Growing up LGBTUA+ Through the Decades' exhibition for LGBTUA+ History Month, February 2019

Image below: Rainbow and trans pride flags flying for LGBTUA+ History Month, February 2019
TRANS INITIATIVES

Objectives 2(ii), 3(i) and (ii), and 7(ii), (iv) and (vi)
In addition to the LGBTUA+ initiatives outlined above, Warwick has also proactively supported trans inclusivity by:

- Reviewing and updating the **Trans and Gender Reassignment Policy**.

- Developing ‘**Trans Awareness’ guidance**, providing practical support and advice to staff and students who have transitioned, are considering transitioning, or are currently undergoing transition. The information provides guidance for individuals, line managers, and colleagues.

- Providing **face-to-face workshops** on ‘Trans Awareness’ to both staff and students.

- Purchasing of a range of **training videos**, including ‘Transgender Awareness’ and ‘The Trans-Friendly Workplace’.

- Ensuring all University communication and documentation (including Committee papers) use **gender-neutral language**, including removal of gendered titles.

- Launching ‘**Pronouns: Let’s Get it Right**’, a campaign to raise awareness around inclusive use of pronouns.

- Developing a **trans web portal** to act as a one stop place for information for trans individuals.
In January 2018, ED&I purchased pronoun badges which people are encouraged to wear to share their pronouns. Since the badges were launched...

Ensuring provision of all-gender toilets across campus (resulting in a number of toilet facilities being converted into all-gender facilities and a policy for all new buildings to have these facilities included).

Holding a 'Gender Identity Talks' event in September 2018. Warwick hosted two speakers to talk about their experiences of being trans.

**OVER 80 PEOPLE HAVE REQUESTED A PRONOUN BADGE**

You can find information about 'Pronouns: Let's Get it Right' at warwick.ac.uk/getpronounsright.
Image above: Pronoun badges

Image above: Gender Identity Talks event (26 September 2018)

Image above: LGBTUA+ Supporters rainbow and tans pride lanyards
FAITH INITIATIVES
Warwick proactively supports faith inclusivity by:

Providing a **Multi-Faith Chaplaincy**, with Jewish, Catholic, Islamic, Anglican and Free Church chaplains. If you need space to reflect in the midst of a busy academic life, you can find it at the Chaplaincy. If you have a particular faith or religion, the Chaplaincy can help you meet with people who share your belief and practice, and make help make University a time of growth for you. You can find more information about Warwick’s Multi-Faith Chaplaincy at warwick.ac.uk/chaplaincy.

Establishing a **Multi-Faith Staff Network**.

Holding regular meetings of the **Chaplaincy Reference Group**. The CRG provides a space for debate, reflection and accountability for the University of Warwick’s Chaplaincy.

In the 2018 International Student Barometer the faith provisions at the University of Warwick were voted Number 1 amongst cooperating institutions in the UK, across Europe and worldwide (Warwick scored 97% student satisfaction).
WIDENING
PARTICIPATION

Objectives 5
The University introduced a range of new provisions and enhanced existing work to reflect a more strategic approach to improving widening participation objectives and access to the University.

**Strategy**

As part of the University’s new Education Strategy a new Widening Participation Strategy is under development which will articulate a whole institutional lifecycle approach to widening participation. Moreover, a broader Social Inclusion Strategy is being developed to reflect the diversity drivers for staff and student communities.

In addition, the University is also currently developing its new access and participation plan for the Office for Students which will outline a more strategic approach, including developing new ambitious and stretching targets in response to institutional priorities and new national key performance measures.

**NCOP**

Warwick is the lead institution for the Warwickshire-focused OfS-funded National Collaborative Outreach Programme (NCOP) consortium in partnership with Coventry University, Warwickshire County Council, and local FE Colleges. It is a highly targeted programme primarily focused on nine ‘hub’ schools in Rugby, Nuneaton and Bedworth and North Warwickshire areas.

**Recruitment**

Three WP Faculty Co-ordinators have been recruited to support a whole institutional approach to Widening Participation.
Work with Looked After Children

The University has initiated new activity and support for local looked after children to improve aspiration and academic progression.

A programme has been created for primary school (Year 6) Looked after Children and we have also developed work for KS3 (years 7-9) in collaborative with other local education providers.

Analytics

Educational analytics WP dashboards have been developed providing data on outcomes across the student lifecycle, including admissions, retention, degree classification and graduate employability. These are available at departmental and University level and provide a comparative overview of defined WP groups compared to the University population. The data will be used to inform university and departmental strategy development.
Images: Rainbow food at Rainbow Schools visit, February 2019
EMPLOYABILITY OUTCOMES

Objective 6 (ii)
Using the Destination of Leavers from Higher Education (DLHE) Survey, the overall percentage of Positive Outcomes (the proportion of graduates who were available for employment and had secured employment or further study) for all 2016/17 graduates approximately six months after successful completion was 92.7% and 84.4% for graduate prospects (the proportion of graduates who were available for employment and had secured graduate-level employment or graduate-level further study).

**Positive outcomes**

- **Gender**: 93.0% for women graduates, 92.5% for men graduates.
- **Ethnicity**: 89.5% for BAME (Black, Asian, and Minority Ethnic) graduates, 94.9% for white graduates.
- **Disability**: 91.7% for disabled graduates, 92.8% for graduates with no disabilities.

**Graduate prospects**

- **Gender**: 82.8% for women graduates, 86.1% for men graduates.
- **Ethnicity**: 81.3% for BAME graduates, 86.5% for white graduates.
- **Disability**: 81.0% for disabled graduates, 84.7% for graduates with no disabilities.
FURTHER INFORMATION

Find more information on **disability and accessibility** at warwick.ac.uk/equalops/disability/disabilitystandard

Find the **2018 Gender Pay report** at warwick.ac.uk/equalops/gender/genderpaygapreport

Find more information on **LGBTUA+ equality** at Warwick at warwick.ac.uk/equalops/sexualorientationgenderidentity/lgbtuaatwarwick

Find the **trans web portal** at warwick.ac.uk/equalops/transandgenderreassignment/webportal

Find more information about the **Race Equality Taskforce** and the Race Equality Charter Mark warwick.ac.uk/equalops/rcm

Find more information about **Widening Participation** at warwick.ac.uk/study/outreach

Find more information about equality, diversity and inclusion at Warwick on the **ED&I webpages** at warwick.ac.uk/equalops

Keep up to date with ED&I at Warwick by signing up to the **ED&I Newsletter** at warwick.ac.uk/equalops/newsletter
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