

EQUALITY, DIVERSITY AND INCLUSION AT UNIVERSITY OF HERTFORDSHIRE

Introduction from the Vice-Chancellor

I am pleased to present the University of Hertfordshire's (UH) Equality, Diversity and Inclusion (EDI) annual report, which highlights key achievements in 2018/19 and the work we have done to create an equal, diverse and inclusive University.

In January 2020 we are launching our 2020-2025 Strategic Plan – Transforming Lives through Opportunity, Community and Flexibility. To coincide, this report presents a snapshot of the past year and sets out our equality EDI objectives as an integral part of the People strand of the Strategic Plan.

Our goal is to transform the lives of *all* of our staff and students to ensure we are advancing equality of opportunity, celebrating and strengthening the diversity of our community and promoting inclusivity through flexibility.



Advancing equality of opportunity

UH will tackle inequality through identifying opportunities and addressing barriers faced by a diverse body of staff and students.

Athena SWAN Charter

UH holds an Athena SWAN Institutional Bronze award which demonstrates our commitment to progressing gender equality for all staff and students. Eight departmental awards are held at School-level including two Silver (Health and Social Work; Physics, Astronomy and Mathematics – PAM also holds a Juno Champion Award) and six Bronze (Life and Medical Sciences; Creative Arts; Business; Humanities; Engineering and Technology and Computer Science). [Find out more on our Athena SWAN webpages.](#)



Race Equality Charter Mark

UH is one of only 12 universities in the UK to hold a Race Equality Charter Mark (RECM) Bronze award. By engaging with this process, we are showing our commitment to improving the representation, progression and success of minority ethnic staff and students here and within Higher Education in general. The action plan and renewal submission are currently being progressed. [Find out more and view our previous submission.](#)



Disability Confident

As 'Level 1: Disability Confident Committed', UH is working to make a difference for disabled people at the University. We are also working to progress to Level 2: Disability Confident Employer to ensure that we are going the extra mile to attract, retain and support disabled people. [Find out more about the Disability Confident scheme.](#)



Stonewall

The Diversity Champions programme ensures that all LGBT staff are accepted without exception in the workplace. UH was formerly a Stonewall Diversity Champion and in 2020 one of our priorities is to re-commit to the programme and further embed LGBT+ inclusion for our staff and students. [Find out more about the Stonewall Diversity Champions programme.](#)



HR Excellence in Research

UH has held the HR Excellence in Research (HREiR) award since 2010, recognising our efforts to enhance working conditions for our researchers. Among other aims the principles of HREiR includes promoting diversity and equality in all aspects of the recruitment and career management of researchers. [Find out more about the HREiR award.](#)



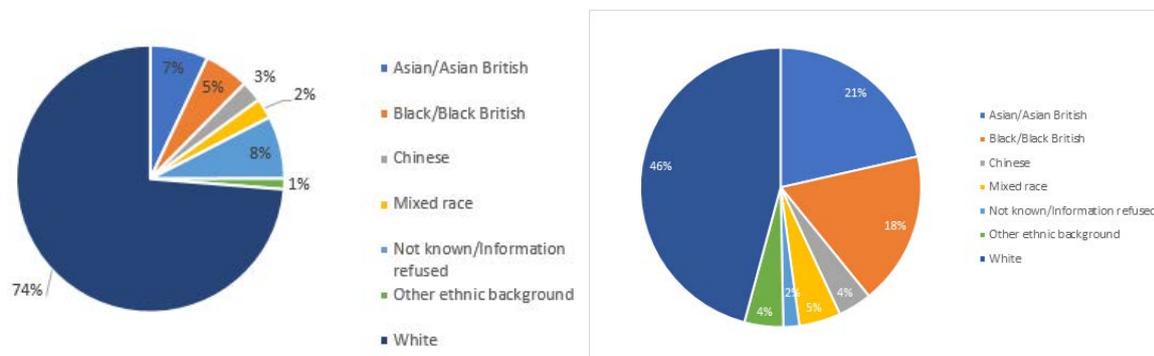
Gender Pay

The [2018 Gender Pay Report](#) was published in March 2019, confirming the median pay gap for females had decreased over 12 months from 19% to 16.1%. During 2019-20 we are preparing to include further analyses of the ethnicity pay gap and the gap pay by grades/job types.

Celebrating the diversity of our community

UH will strengthen and value the diversity of the University and inclusivity of our community.

Ethnicity



Declared ethnicity of staff (left) and students (right)

18.7% of staff at UH are from a Black, Asian and Minority Ethnic (BAME) background, whereas the percentage of the University's BAME students has increased to 54%. However, this profile is not replicated across the whole institution, where some disciplines have lower levels of BAME student (e.g. Education and Creative Arts) and staff representation (e.g. Health and Social Work) than others.

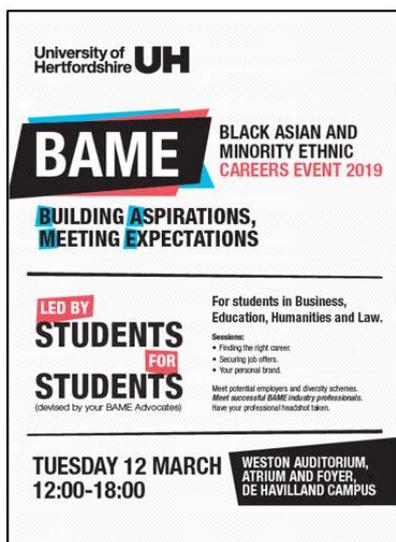
BAME Staff Network

The University of Hertfordshire BAME Staff Network was established in 2018 to support and represent staff members who identify as Black, Asian and Minority Ethnic within the University. Aims of the network are:

- ❖ To provide a forum for BAME staff to network and discuss matters that are of interest to them, helping influence decision and policy making.
- ❖ To promote a positive diverse socio-cultural environment across the University.
- ❖ To encourage and support BAME staff to progress with their careers, including identifying development opportunities, promoting leadership courses, providing networking skills training; identifying role models and mentors.



The BAME Network are actively involved in the RECM re-submission. They also run regular events such as Lunch & Learn and are developing a BAME Staff Mentoring Scheme.



BAME Careers Event

A BAME careers event was organised by our BAME Student Advocates in collaboration with Widening Access and Student Success and the Schools of Humanities, Education, Law and Business in March 2018. It was intended to provide BAME students from these disciplines with an opportunity to engage with employers and to emphasise commercial skills (delivered through workshops), which will allow our students to stand out in the job market.

Panellists included: Dawid Konotey-Ahulu (UH Governor and Board Director of Redington), Fola Oginni (Senior Programme Coordinator at Sponsors for Educational Opportunity), Leslie Lumumba (Analyst at the London Stock Exchange) and Warda Mahdi (Content Manager at Vestel UK). The event was very successful, with 129 students attending.

Black History Month

Throughout the month of October, a series of events are organised annually by the Equality Office in collaboration with Widening Access and Student Success, UH Students' Union, the academic Schools and other departments across the University to celebrate arts, culture and provide reflection on black history. Recent events included film screenings, dance classes, exhibitions and seminars. It culminated with a showcase event supported by Santander Universities for students and staff at the College Lane campus which featured art exhibitions, guest speakers and a Q&A panel, followed by African and Caribbean street food with live music.



University of Hertfordshire **UH**



Age

The University continues to have a mature staff profile with 64.6% of staff aged 36-60 years. Higher percentages of women are represented across the age ranges apart from age 66 and above where they account for only 38.8%.

University of Hertfordshire UH

Menopause NETWORK

The University of Hertfordshire Menopause Staff Network was established to support and represent staff members who are:

- Affected by menopause or menopause-related symptoms, including perimenopause
- Supporting family, friend's, colleague's with menopause
- Interested in finding out more about how to access support for themselves or family, friend's, colleagues in future in relation to menopause

Aims of the network:

- To provide a forum for staff affected by menopause to network and discuss matters that are of interest to them, helping influence decision and policy making
- To share best practice and ideas with network members
- To raise awareness of menopause-related issues at work

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the Menopause chair directly at positivepause@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'Menopause' from Herts Hub homepage to find out more

Together we make a difference

© 2018 UH

Menopause Network Launch

59.66% of our staff aged 41-55 are female. According to the NHS, women typically enter menopause between 45 and 55 years of age.

The staff Menopause Network was officially launched in March 2018 and aims:

- ❖ To provide a forum for staff affected by menopause to network and discuss matters that are of interest to them, helping influence decision and policy-making.
- ❖ To share best practice and ideas to network members.
- ❖ To raise awareness of menopause-related issues at work.

One of their main initiatives involves liaising with HR to develop a guidance or policy for menopause in the workplace.



The majority of our students are aged between 18-20 (54.3%) and at Undergraduate level this rises to 70.3%. Students aged 40 and over (27.9%) make up the highest proportion of students studying at Postgraduate Taught level. Mature students were less likely to be awarded an upper pass grade (those aged 30-39 were least likely at 55%). In the previous year, the group least likely to achieve an upper pass grade were aged 40 (60% in 2017/18, 57% in 2016/17).

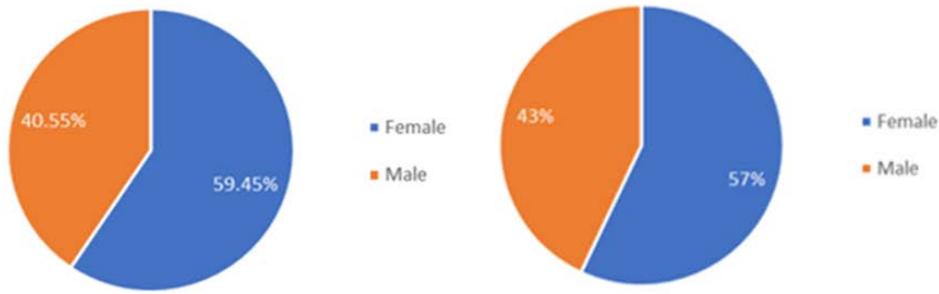
Mature Student Network

Widening Access and Student Success manage a Mature Student Network for students that started their undergraduate course over the age of 21. As a member, students are eligible for funded activities and prizes tailored to benefit them as a mature student. This network also provides support, advice and guidance as well as offering a point of contact for any issues or queries they may have.

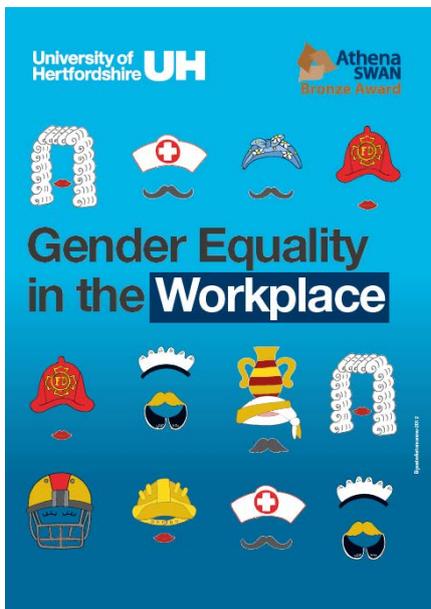
Thus far they have run a network launch and focus group with mature students. They also organised a pre-entry event in collaboration with the School of Health and Social Work (Elevate HSK), to give mature students studying an HSK degree a head start on their chosen course. Students were able to connect with their fellow course mates and speak to their lecturers.



Gender



Staff (left) and student (right) population by gender



Two academic staff networks were recently formed to progress women’s careers and address the unequal representation of women in senior academic posts:

Academic Women’s Advancement Group (AWAG)

AWAG was first established in autumn 2018 within the School of Creative Arts and there are plans for a university-wide roll-out. It connects with the aims of Aurora and Athena SWAN.

Women and Professors Network (W&PN)

W&PN was established in spring 2019 and invites all women Professors, Readers and Associate Professors and those who identify as women to join. There are currently 33 Professors and Professors emerita and 20 opt-in members as well as a pool of mentors.

Overall, more women work and study at the University than men. However, men and women are not distributed equally across grades, job types and disciplines. For example, there continues to be under-representation of female staff and students (see example below) in Computer Science, Physics, Astronomy and Mathematics, and Engineering, and an under-representation of men in Education and Health and Social Work.

International Women’s Day (IWD)

Events are organised annually across the University in celebration of International Women’s Day (8 March) and Women’s History Month.

For example, the School of Humanities and Hertfordshire Business School organised a programme of talks around ‘Breaking Barriers’ where colleagues across the University presented on topics from shared parental leave and women in leadership, to strategies for decolonising the curriculum and inspirational women in history.



The fight for gender equality is just one strand of a larger movement that seeks to eradicate inequality in all its forms. Activists worldwide continue to break down barriers that are imposed on the basis of race, disability, age and social class.

In celebration of International Women’s Day 2019, we wish to recognise the achievements and ongoing efforts of those who fight for equality in all its forms. We invite 15 minute presentations and performances on two main themes:

- Examples of historical and contemporary women who have broken barriers.
- Strategies for how we as an institution can work together to ensure that barriers continue to be broken.

University of Hertfordshire **UH**

LGBT+ NETWORK

Lesbian
Gay
Bisexual
Trans +

Both LGBT+ people and straight allies are welcome.

The group encourages staff to socialise, to share information, advice and ideas, and to have a voice within the University.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the LGBT+ chair directly at lgbt@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'LGBT+' on Herts Hub to find out more

Together we make a difference

Sexual Orientation

The University has an active LGBT+ Staff Network and LGBT+ Student Society who run regular events. Last year, events took place for LGBT+ History Month and included a Pronoun Workshop, film screenings and annual raising of the pride flag in celebration of our LGBT+ community. We also celebrated LGBT+ in STEMM and are setting up a university-wide LGBT+ Mentors Scheme.



Gender identity

Trans equality is an evolving equality area and UH is currently finalising the development of its own trans guidance (including key processes, contacts and information) to support staff and students.

In addition, following a Gender-Neutral Toilet (GNT) pilot in our Schools of Creative Arts and Law and University-wide staff and student consultations, the University is rolling out GNTs across both our College Lane and de Havilland campuses. All new buildings will also be equipped with in-built GNTs.

GENDER-NEUTRAL TOILETS

WHO DO THEY BENEFIT?
Everyone, especially transgender or gender non-conforming people, carers and parents with small children.

WHAT ARE THEY?
They are simply toilets that can be used by anyone, regardless of their gender.

BE RESPECTFUL
If you are using this facility, please be respectful of others. Close cubicle doors whilst using the toilet and make sure the toilet cubicle is left clean.

WHY DO WE NEED THEM?
It is important we provide appropriate facilities so everyone can go to the toilet without fear of discrimination, harassment or violence.

I DON'T WANT TO USE A GENDER-NEUTRAL TOILET
That's OK, there will still be men's and ladies toilets in all university buildings. You choose which facility you want to use.

Did you know that 70% of trans people have experienced verbal harassment, denial of access or physical assault whilst using a gendered toilet facility?

To find out more information about gender-neutral toilets, please contact equality@herts.ac.uk

Please contact estates@herts.ac.uk to report any issues with this facility.

Disability

The University has 8.6% staff with declared disabilities compared to 5% in the sector (Advance HE 2019). Our Disability and Wellbeing Network (DAWN) is open to staff with a disability and those staff interested in disability issues. The network offers peer support and advice around living/working with a disability and is active in advancing work in relation to the Disability Confident scheme.

The proportion of students declaring a disability has increased to 11.8% (lower than the sector of 13.2% - Office for Students, 2019), particularly in the area of mental health. Students who declare a disability outperform students who have no known disability in relation to degree attainment and achievement of an upper degree (68% and 65% respectively).

University of Hertfordshire UH

DAWN

Disability and Wellbeing Network

The University is committed to supporting staff who have a disability, and so the Disability and Wellbeing Network (DAWN) aims to facilitate peer support and advice around living/working with a disability, and to educate others by spreading a positive message about disability.

This is an open group allowing disabled members of staff and staff with an interest in disability to come together and confidentially:

- Share ideas, advice and experience
- Share good working practice
- Have a voice within the University that may influence decision and policy making at senior levels.

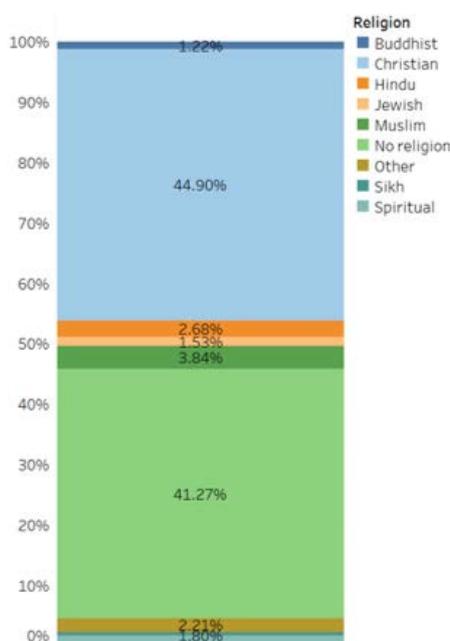
GET IN TOUCH:
 For more information about the network, or to join the mailing list, contact the DAWN chair directly at DAWN@herts.ac.uk
 Contact the Equality Office equality@herts.ac.uk
 Search 'DAWN' on Herts Hub to find out more

Together we make a difference

© 2019 UH

Religion

Our [Chaplaincy services](#) welcome those of all faiths and none. There are two multi-faith/cultural centres for the provision of spiritual, social and pastoral care of both staff and students. The spaces are used by all for a variety of purposes including but not limited to prayer, silent reflection, meditation, a variety of wellbeing workshops/networks and faith society activities. They are accessible to both groups and individuals.



Staff religion declarations

Inter Faith Week

For Inter Faith Week 2019 the Chaplaincy teamed up with the Students' Union to stage a 'Pick up a prayer event'. We offered printed prayers from six major faiths in this country - Christian, Muslim, Hindu, Buddhist, Jewish and Sikh - along with sweets. We challenged passers-by to pick up a prayer that was not from their own tradition. This sparked interesting conversations and some surprise at how acceptable and similar the prayers from different faiths could be.



Promoting inclusivity through embracing flexibility

UH will ensure inclusivity by supporting the diverse needs of staff and students through a flexible approach to working and learning.

Flexible working and learning at UH

We know colleagues and students have interests and responsibilities outside work and study and we try, where practicable, to tailor working and learning situations to everyone. We also endeavour to ensure that the policies and activities in terms of benefits and flexibility are communicated widely and are transparent and consistent in their application.

For staff, several policies have recently been reviewed including enhancements to flexible working and flexible options for a maturing workforce approaching retirement. For students, we are working to deliver flexible education with clear career pathways and responding flexibly to the varied needs of Widening Participation groups, such as student carers and parents.

Supporting staff and student parents

UH recognises the importance of supporting staff and students who are parents or expectant parents. Recent surveys in the UK suggest that flexible working is the most sought-after benefit for working parents, and the University consistently receives positive feedback from those who benefit from such arrangements which enable them to balance work with childcare. We are also home to a vibrant Working Parents Network that runs regular events and activities such as work/life balance coaching and mindfulness sessions.

We are currently improving information, advice and guidance for student parents. As well, a Student Parent Society is being set up by the Students' Union to enable student parents to network and share ideas, advice and experiences and foster new links and friendships across the University.

University of Hertfordshire UH

Working Parents NETWORK

The University of Hertfordshire Working Parents Network (WPN) was established to support all staff members who are parents or expectant parents, working full or part-time.

Aims of the network:

- To provide information and informal peer support to working parents
- To network and share ideas, advice and experiences of balancing work-family life
- To foster new links and friendships across the University

We appreciate that you may not be able to attend meetings or events, but you can still receive regular updates and information relevant to the group via email, so do sign up if you are interested.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the WPN chair directly at WPN@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'WPN' on Herts Hub to find out more

Together we make a difference

University of Hertfordshire UH

UH CARERS

You are a carer if you provide help and support, unpaid, to a family member, friend or neighbour who would otherwise not be able to manage. The person you care for may have a physical or learning disability, dementia, mental health problems, may misuse drugs or alcohol or may be ill or frail. The person may live with you or elsewhere and may be an adult or a child but they rely on you for support.
Carers in Hertfordshire

The University is committed to supporting those staff who have a caring responsibility, and the UH Carers Network aims to facilitate peer support and advice around living/working with caring responsibilities. It will be an opportunity for staff to:

- Share ideas, advice and experience
- Share good working practice
- Have a voice within the University that may influence decision and policy making at senior levels.

GET IN TOUCH:
For more information about the network, or to join the mailing list, contact the UH Carers Chair directly at UHCarers@herts.ac.uk
Contact the Equality Office equality@herts.ac.uk
Search 'Carers' on Herts Hub to find out more

Together we make a difference

Supporting UH carers

Carers play a very important role and make a difference in society. The University has been undertaking efforts to develop a better understanding of its staff and student carer populations and is looking to enhance support to enable them to combine work/studies with care. Through inclusive practice, we seek to foster an organisational culture that recognises the role of unpaid carers.

For staff, this means working with Human Resources to ensure there are policies that clearly offer the right workplace support and improving information for line managers. We already have a UH Carers Staff Network that anyone can join. For students, this means developing systems for disclosure, support and flexibility where needed, advancing our institutional policies and practices in this area and helping to enable participation in student life.

Snapshot of progress against our Equality Objectives

Objective 1: Reduce the differential in degree attainment between White and Black, Asian and Minority Ethnic (BAME) students (*Future target 2020-25: Reduce BAME attainment gap by 50%*).

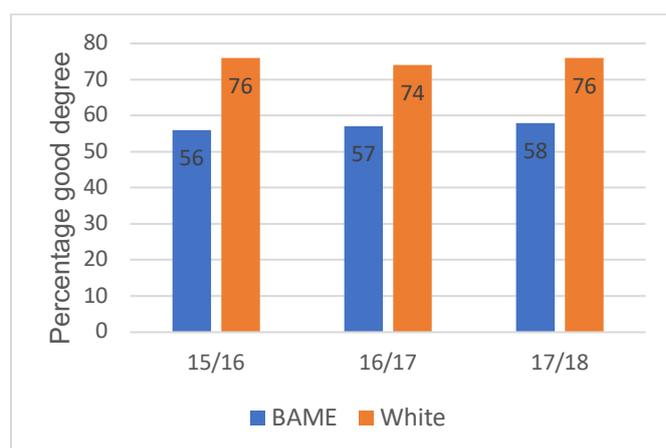


Chart 1: Home students achieving 1st/2:1

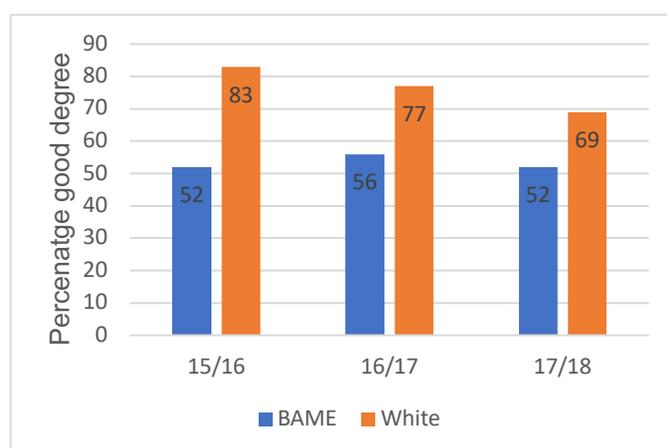


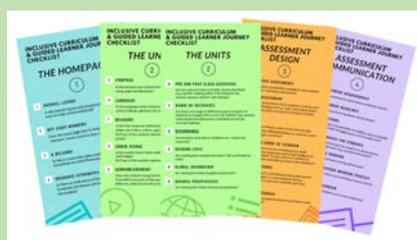
Chart 2: International students achieving 1st/2:1

Disappointingly, the attainment differential between White and BAME Home/EU students has increased from 17% to 18%. Positively, the attainment differential between White and BAME International students has decreased from 21% to 17%. Tackling this issue is a priority that is being addressed across the institution through a variety of initiatives.

Office for Students funded project

UH participated in a collaborative Office for Students funded project 'Using a Value-Added metric and an inclusive curriculum framework to address the Black and minority ethnic attainment gap' that concluded in July 2019. Through the project we:

- ❖ Established a BAME Student Success Working Group.
- ❖ Developed BAME Student Advocates.
- ❖ Ran inclusive teaching workshops for staff (over 400 participated).
- ❖ Developed an inclusive curriculum checklist for reviewing and critiquing module sites.
- ❖ Identified specific programmes with the largest VA score differentials and focused targeted work with programme and module leaders.



Inclusive curriculum checklist

The gap between White and Black students has been submitted within our Access and Participation Plan as well as a target for all programmes to have a VA score of at least 1.0 for all students.

BAME Student Advocates

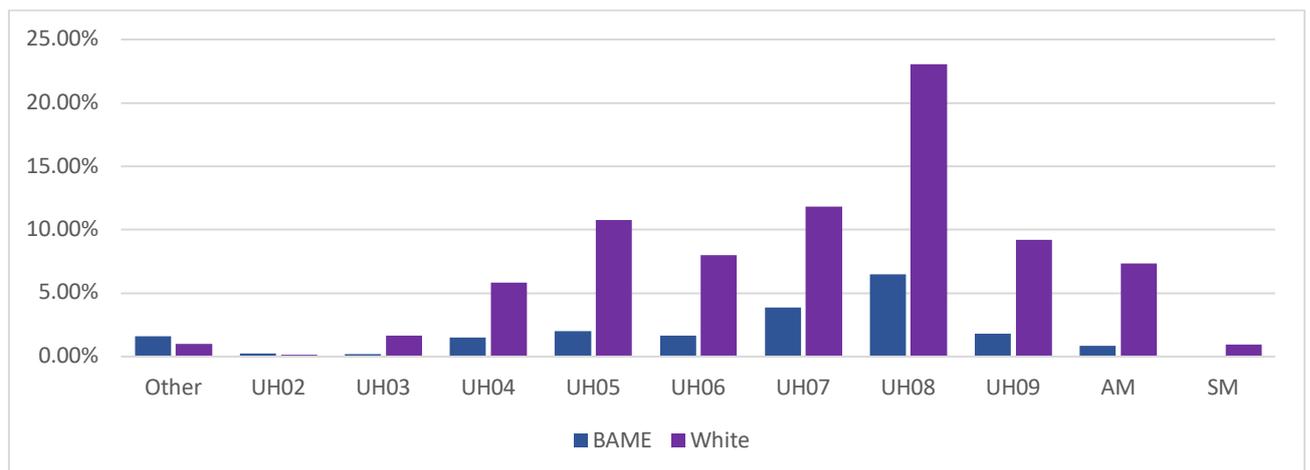
The main aim of the BAME Student Advocates is to help the University reduce the BAME attainment gap. They also sit on the BAME Student Success Working Group and are involved with the work around the RECM.

The Advocates have changed the conversation and hearing students' lived experiences has helped members to further consider their own understanding of race, racism and white privilege.

They have been nominated and shortlisted for various honours, including the Vice Chancellor's Award for 'team of the year'. One of the BAME Advocates was also nominated for both the SU and VC's 'student of the year' award.

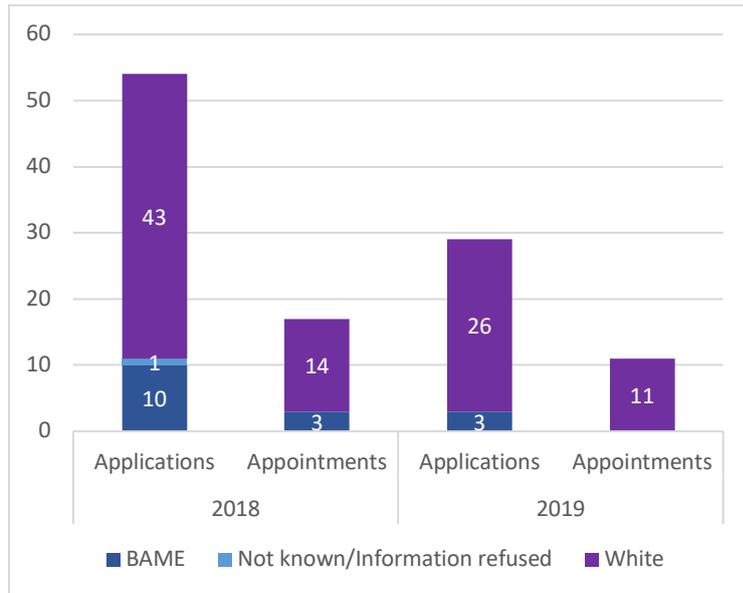


Objective 2: Increase the proportion of BAME staff at senior levels (grades UH9 and above) (*Future targets 2020-25: Increase BAME teaching staff to 25% (currently 19%) and increase senior BAME staff (UH9 and above) to 16% (currently 13%).*)



Overall BAME staff profile by grade

BAME staff reported in grades UH09 and above increased by 3% in the past year, and overall BAME staff contracts increased from 15.9% to 18.7%. BAME staff progression is supported through opportunities to attend the Advance HE Diversifying Leadership Programme, a range of internal leadership development options and workshops offered at the start of the Associate Professorship application process.

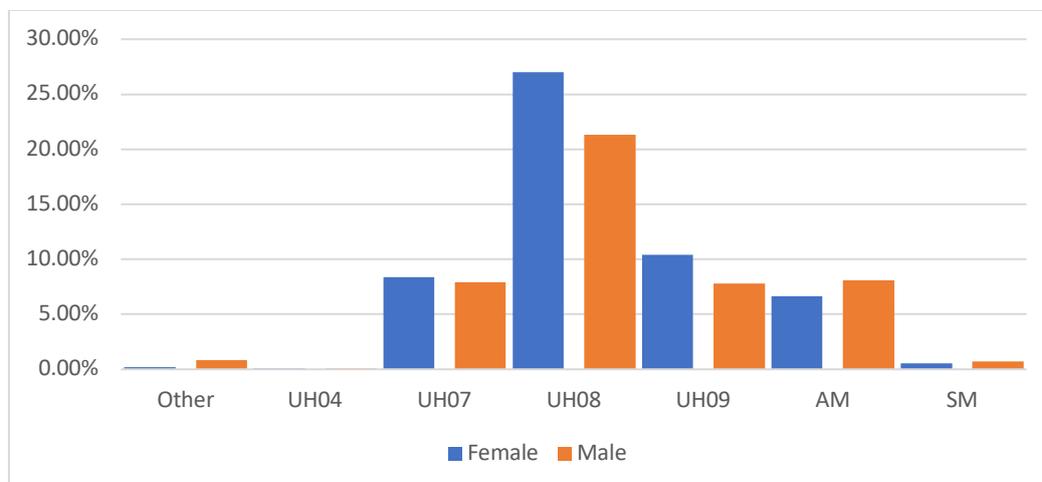


Associate Professor applications to appointments by ethnicity

Applications from BAME candidates are also rising, totalling 40.5% (compared to 56.7% White) with 1.6% successfully appointed (compared to 4.53% White). Actions are still being progressed in relation to improving conversion rates for application to appointment such as mandatory staff training in Unconscious Bias and Cultural Awareness for panel Chairs. Applications from BAME staff for Associate Professorships dropped from 18.5% to 10.3% with no appointments awarded in 2019.

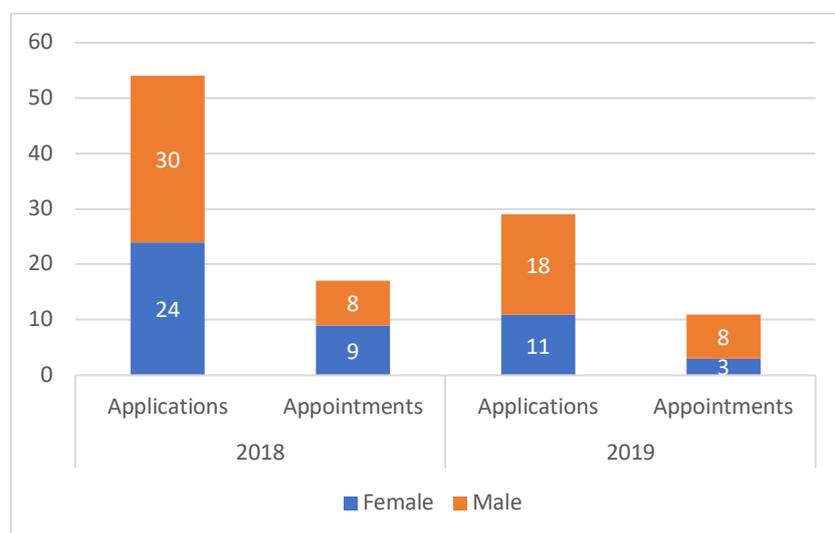
This objective remains a key priority which is supported by the Race Equality Charter Mark action plan and the introduction of Equality, Diversity and Inclusion teams across the institution.

Objective 3: Increase the proportion of female academic staff at senior levels (grades UH9 and above) (Future target 2020-25: Increase senior academic women (AM1 and above) by 10%).



Academic staff profile by gender

The number of women now at UH9 and above stands at 50.3%, an increase of 1.6%. Future targets will focus on increasing senior academic women at AM1 and above. Female staff are supported in their progression through various opportunities including University-funded places on the Aurora Leadership programme, a range of internal leadership development options and workshops offered at the start of the Associate Professorship application process.



Associate Professor applications to appointments by gender

For academic contracts, UH received slightly more applications from men (63.10%) than women (34.1%) and (3.95%) women were successfully appointed over the past year (compared to 4.18% men). There are ongoing efforts across the University to attract more female staff in areas where they are under-represented (e.g. Engineering, Computer Science and Physics, Astronomy and Mathematics etc.). Female applications for Associate Professorships represented 37.9%, down 6.5% from the previous year.

This objective is supported by the institutional Athena SWAN action plan and targeted work within each academic School.

2018/19 Staff and Student Statistics

The University publishes an overview of key equality and diversity statistics on an annual basis (as of 31 July) relating to the protected characteristics of its staff and student body. The latest detailed statistics have been published separately, with the statistics used within this report providing a snapshot from this.

This report has been approved by the Chief Executive Group and the Board of Governors.