

UNIVERSITY OF SUSSEX



EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT TO COUNCIL 2017/18

EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2017/18

November 2018

INTRODUCTION FROM THE VICE- CHANCELLOR

This year we have launched our *Sussex 2025 Strategic Framework – A Better University for a Better World. Inclusive Sussex*, which sets out our equality, diversity and inclusion strategy, was published at the same time as it is integral to *Sussex 2025*. *Sussex 2025* sets out what we stand for through five core values — kindness, integrity, inclusion, collaboration and courage. These values, along with the vision and goals of *Inclusive Sussex* are as important to our future success as our education, research and engagement activities.

I am delighted to present our annual report on key achievements in 2017/18 and the work we have started to deliver our vision of a truly inclusive Sussex.

Professor Adam Tickell



**Brighton
& Hove
Pride
2018**

Official partner of this year's Brighton & Hove Pride Festival

INTRODUCTION FROM THE DEPUTY PRO-VICE-CHANCELLOR



It is a great privilege to be Deputy Pro-Vice-Chancellor (Equalities and Diversity) at such an exciting time. Following the creation of the Deputy Pro-Vice Chancellor role in 2017/18 the University has made a strong statement on its commitment to equality, diversity and inclusion by setting up a new unit within our Human Resources Directorate in February 2018. The Equality, Diversity and Inclusion Unit is a small team, with a crucial role of supporting the University to meet its ambitious equalities goals.

The establishment of the Unit has given me the support required to turn the feedback gained in my first year in post about what needs to change and the priorities for action, into our new Equality Diversity and Inclusion Strategy, [*Inclusive Sussex*](#), which was published this July. I am extremely proud that we have been able to set out bold high level ambitions that have been launched as an essential part of delivering the University's *Sussex 2025 Strategic Framework - A Better University for a Better World*.

We have already started work on delivering the goals within the strategy. Our focus for the coming year will be ensuring the goals and ethos of the EDI Strategy are reflected within other enabling strategies to ensure and setting up the work programmes required to receive external accreditation or recognition under the Race Equality Charter, Athena SWAN, Stonewall Equality Index and Disability Confident.



Launch of Inclusive Sussex

July 2018

INCLUSIVE SUSSEX

Equality, Diversity and Inclusion Strategy 2018-2025

In July we launched *Inclusive Sussex*, our Equality, Diversity and inclusion (EDI) Strategy for the next seven years. *Inclusive Sussex* is a key enabling strategy within the University's strategic framework *Sussex 2025 - A Better University for a Better World*.

Our vision is to become *Inclusive Sussex*, where all members of our community have equal access to opportunities, experience the University as one that enables them to fully meet their potential, and supports them to make a full contribution to the University. Reducing inequalities and celebrating diversity allows us all to thrive. We can achieve more together than we can apart and making Sussex truly inclusive is everyone's business.

Equality and Diversity Goals

Inclusive Sussex sets out four key goals - equality, diversity, accessibility and flexibility. The strategy pledges to "provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities". It also commits the University to become "a place that celebrates diversity and tolerance" and is "flexible by default".

Equal Sussex

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.

Diverse Sussex

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.

Accessible Sussex

To provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities.

Flexible Sussex

Becoming an organisation that is flexible by default to ensure we are inclusive in everything we do.

INCLUSIVE SUSSEX

Working Collaboratively to Deliver Inclusive Sussex

The establishment of the EDI Unit has allowed us to dedicate resource to setting up and supporting the structures and programmes of work we need to have in place to deliver Inclusive Sussex. However this forms only one part of the overall delivery strategy.

We are working in collaboration with all areas of the University to ensure that equality, diversity, accessibility and flexibility are integral to other strategies to deliver the physical, structural and cultural changes needed.

Our Digital, Estates and People Strategies will be key to our success. Close collaboration with the Pro-Vice-Chancellors for Education & Students and Research will ensure that Learn to Transform and Research with Impact are inclusive pillars of our Strategic Framework.



Inclusive Sussex, Everyone's Business



A key message within Inclusive Sussex is that everyone within our community has a role to play in making our vision a reality. We all need to take responsibility for our behaviour and actions and embrace the University's core values of kindness, integrity, inclusion, collaboration and courage.

Making small changes can create a huge difference and how we behave and treat each other is at the heart of how we experience Sussex. Integrity goes hand in hand with kindness, how we do things is as important as what we do. How we treat each other, especially in handling often complex and difficult situations, will be the key to a truly inclusive Sussex.

During 2018/19 there will be lots of opportunities for staff and students to influence and be part of work to deliver lasting changes within our culture to make it more inclusive.

EQUAL SUSSEX

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.



Race Equality Charter

The University of Sussex is in the process of signing up to the Race Equality Charter (REC) run by Advanced HE. The REC is a university specific accreditation, which provides a framework through which an institution can work to identify and self-reflect on institutional and cultural barriers standing in the way of BAME staff and students. The outcome focused programme is similar to that of Athena SWAN. The REC will look at the experiences of both staff and students and will cover all areas of the university, including; professional and support staff, academic staff, progression and attainment, and curriculum diversity.



Athena SWAN Awards

The University was successful in both applications made for an [Athena SWAN](#) award, scooping silver for the Brighton and Sussex Medical School ([BSMS](#)) and bronze for the [School of Mathematical and Physical Sciences](#).

The Physics and Mathematics departments in the School of Mathematical and Physical Sciences had previously gained separate Bronze Awards, but decided when the Physics award was due for renewal that it was more appropriate to combine efforts and apply as a school.

The two new awards mean that all of the STEM (Science, Technology, Engineering, Medicine and Mathematics) schools at Sussex now have at least a Bronze Award.

BSMS Silver Award

The BSMS Silver Award recognises the success of a number of ongoing activities including staff surveys, workshops and training opportunities. BSMS created an Inclusivity Team, which is made up of staff and students from all parts of the school. BSMS has launched a number of initiatives, including a 'Diversity in Medicine' talk series for staff and students, a mentoring scheme and a networking club for staff, increased support for promotion and a bespoke induction scheme as well as the 'inspirational women of BSMS' photo series, which celebrates the diversity, achievements and careers of its female staff.

EQUAL SUSSEX



Stonewall

In 2018 we joined Stonewall's Diversity Champion Programme. We aim to transform the campus into one where everyone in our community has an equal sense of belonging and opportunity and can thrive during their time here and beyond. We have started work with Stonewall and the LGBT+ Staff Network by reviewing relevant policies to ensure they are LGBT inclusive in preparation for our submission to the Workplace Equality Index 2019. Our goal is to become one of Stonewall's Top 100 Employers by 2025.



Disability Confident

The University will be signing up to the Disability Confident scheme in 2018. We will use the Disability Confident scheme as a framework to shape our approaches to accessibility for our employees. Our goal is to become a Disability Confident Leader by 2025.

This year we trialled the Leonard Cheshire Change 100 scheme and provided an internship for a student with a disability as part of showing our commitment to increasing opportunities. We are looking at ways to develop more targeted student internships to provide opportunities for work experience and skills development.

Gender Pay Gap

The University published its gender pay gap for the first time in March 2018, reporting a 15.3% median pay gap for basic pay (excluding bonuses) and a 20.8% mean pay gap. Progression and recruitment were identified as the most likely significant contributors to the pay gap and an action plan was published setting out a range of actions. Feedback from Athena SWAN focus groups last year highlighted flexible working as a key issue, and a new approach has been designed to respond to this. It is widely acknowledged that by offering flexible working, organisations will encourage a more diverse workforce, retain a high level of female employees, and also help women to progress. By making our commitment to flexible working clear at the recruitment stage and, by changing the culture to support more flexible working, it will help us attract women to new posts at all levels. Since October 2018 all posts have been advertised as open to flexible working within the business constraints of the role.

In September we introduced unconscious bias training for all staff which is now mandatory for those involved in recruitment. We are reviewing our recruitment and progression processes to ensure they are inclusive.

DIVERSE SUSSEX

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.



Staff from Life Sciences and MPS in Preston Park

Sussex at Brighton & Hove Pride 2018

Staff and students from the School of Life Sciences and a range of SEPnet universities – including Sussex's School of Mathematical and Physical Sciences – ran a number of science-themed activities at Brighton & Hove Pride. The festival provided an opportunity to engage with visitors of all backgrounds and ages and over 175 people visited the stall in the Community Village of the Preston Park site.

Trans Conference

The University of Sussex was for a second time a proud partner and sponsor of the Annual Brighton Trans, Non-Binary and Intersex Conference. The conference was an important opportunity for all of our community to be part of a conversation listening to and celebrating trans, non-binary and intersex voices and perspectives, locally, nationally and internationally. It strengthens our commitment to fostering understanding and tackling prejudice.

Diversity in medicine

Brighton and Sussex Medical School has started a diversity in medicine series. Talks have included Understanding the diverse health needs of migrant and refugee populations and perspectives on the clinical needs of trans people to ensure there is greater understanding of a range of clinical needs of trans people with the aim of reducing the barriers faced.



Dr Izzy Jayasinghe, a lecturer in Cardiovascular Science at the University of Leeds



In recognition of the first ever LGBTSTEM day (5 July 2018), a special event was held on campus to celebrate the work done by LGBT+ scientists across the University. The showcase, which will hopefully be an annual event, aimed to improve awareness and support for LGBT+ individuals in STEM (Science, Technology, Engineering and Mathematics).

It saw scientists from across the University deliver a range of fascinating talks showcasing diverse research, from astronomy to Alzheimer's disease.

ACCESSIBLE SUSSEX

To provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities.

Campus Accessibility Forum

During 17/18 our Campus Accessibility Forum has continued to work with staff and students to identify priorities for improving accessibility on campus. The ongoing programme of work to improve accessibility has delivered a refurbishment of ARTS Buildings A and B. Work has included installing automatic door openers and magnetic hold opens on key routes through the building and installing accessible showers and toilets. In response to requests from students a quiet room has been created in Falmer House. The quiet room is intended to provide a safe, quiet space on campus for students to use as and when required, to help students with autism or experiencing issues such as anxiety, stress or sensory overload,

Designs were developed during the year for a revised accessible route to the Library. Whilst the final design did reduce the length of the current accessible route by installing new ramps, the solution did not achieve the accessibility we have aspired to where disabled people in our community can do what they need to do in a similar amount of time and with the same amount of effort as someone who is not disabled. As part of the Estates strategy new innovative solutions are being considered to address Library access.

Helping Hands Scheme

The Helping Hands Scheme is an award-winning scheme introduced and administered by Brighton & Hove Buses. It provides bus passengers with a disability with wallet-sized cards that hold brief written instructions; the cards can be shown to drivers when boarding buses to discreetly and directly advise of any assistance end users may require.

The scheme was welcomed by staff and students on campus but a number of students reported that other bus passengers had been hostile to them as their need for a priority seat was not immediately obvious. They asked for badges to be introduced to complement the cards and provide greater visibility to other passengers.

The CAF has worked with Brighton and Hove Buses throughout the year to take forward this request and as a result badges will be made available in the Autumn.



Library Accessibility Conference

In June the Library ran an accessibility conference attended by over 80 people. Key themes included: Accessibility in Academia; Inclusive Design of Library Services and Ebook Accessibility. Speakers included Dr Howard Leicester MBE, Co Chair of the Digital Accessibility Specialist Group at the British Computer Society) and Ben Watson, Accessible Information Adviser at the University of Kent.

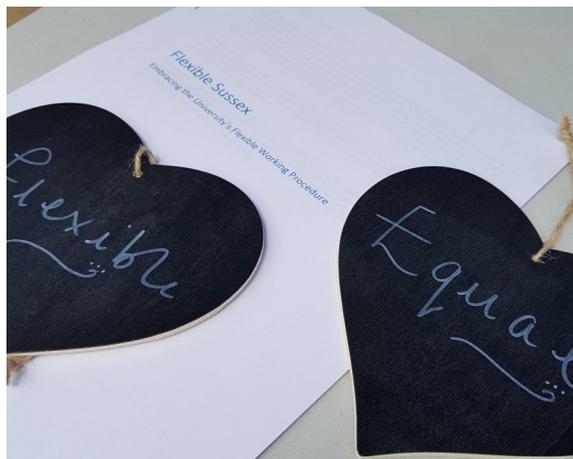
FLEXIBLE SUSSEX

Becoming an organisation that is flexible by default to ensure we are inclusive in everything we do.

Flexible Working

This summer the University relaunched its existing flexible working procedure in response to feedback through the Changing University Cultures research, Athena SWAN and discussions in relation to reasonable adjustment for staff with a disability which identified that this procedure is not widely understood and that it is not applied equally across the University.

The relaunched scheme ensures that all recruitment from Oct 2018 advertises roles as open to flexible working options within any job specific constraints. The application process for existing staff has been streamlined helping staff and managers to work together to find solutions that work. A new handbook has been published to support the revised process.



Flexible Learning

As part of a student-centred approach we have started to open up access to our world class teaching to a more diverse range of individuals through flexible, online learning. There is a growing demand for flexible study. The new courses are designed using a carousel module, with modules starting every two months. This means if students need to take a break from their studies at any time, they can simply 'step-off' the course and re-join at a time that suits them. This flexibility offers the same access to our excellent teaching and learning

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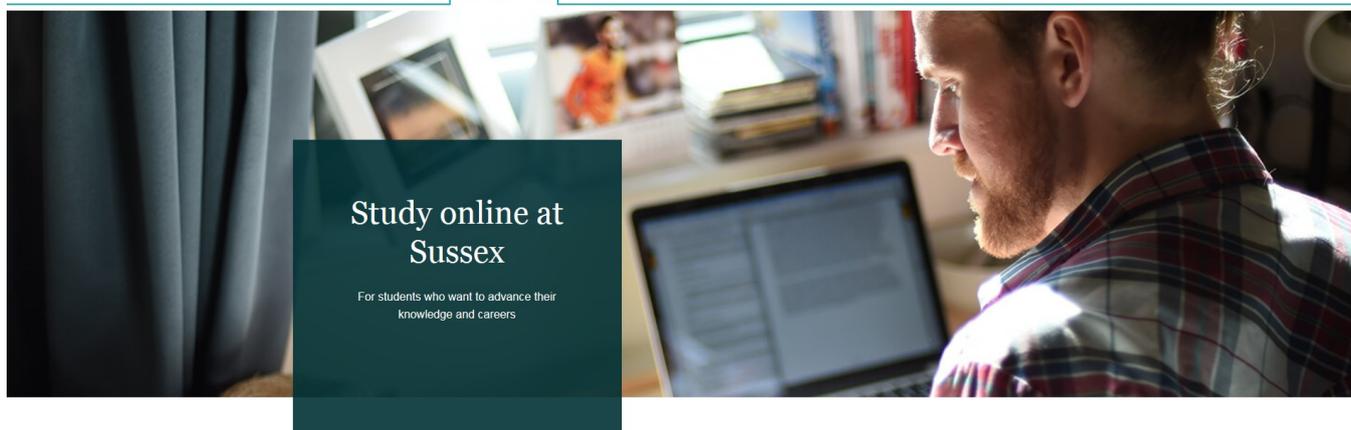
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FURTHER INFORMATION

Key Statistics

Each year the University publishes [equalities information](#) relating to the protected characteristics of its staff and students, which it currently holds and which does not risk individuals being identified. The latest information was published on the University's website in 2018 and is based on information as at 1 December 2017.

Equality and Diversity Objectives

The University's previous equality objectives have been replaced by the four goals set out in Inclusive Sussex. The action plans for delivery against the strategy are still being finalised as part of the development of enabling strategies to support the University's Strategic Framework.



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