



The
University
Of
Sheffield.

The Council, 8 July 2019

Annual Report of the Equality Diversity and Inclusion Committee 2018-19

Date: 8 July 2019
Chair: Professor Gill Valentine
Secretary: Mrs Julie Campbell

This report forms the annual report to Council from the Equality Diversity & Inclusion Committee (ED&IC). University Council have responsibility to ensure that the University meets the Public Sector Equality Duties under the Equality Act 2010. The development and implementation of actions to meet these responsibilities have been devolved by Council to the ED&IC.

In order to meet these obligations and to progress ED&I across the University, the ED&IC has continued to focus on its three strategic priorities in response to organisational challenges, and retained a focus on the two significant workstreams of Athena SWAN, and LGBT+ equality (evidenced in the main by remaining in the Stonewall Top 100). The ED&IC have also received reports and updates on Sexual Harassment, the Gender Pay Gap, and the Research Excellence Framework.

Collectively, these compliment and support the existing University KPIs to:

- Improve the percentage of female staff represented in leadership
- Improve the percentage of female professorial staff
- Reduce the gender pay gap

Council are asked to:

- 1) Note progress made towards championing ED&I at all levels of the institution in the context of the Strategic Plan 2016-2021, and to specifically note the launch of the Race Equality Strategy and Action Plan, and the external recognition gained e.g. through our Athena SWAN Awards, Stonewall Top 100 Employers, and being named a top trans employer.
- 2) Reflect on the extent to which the activity set out in the paper is sufficient as a basis for assurance, or whether any further monitoring or reporting may be desirable.

Update against the three strategic priorities:

1. Improving the representation, progression and success of Black, Asian and Other Minority Ethnic (BAME) students and staff, both home and overseas.
 - The University established a Tackling Racism Task & Finish Group, chaired by the Provost and DVC, in June 2018 to progress this key priority. Members included staff

and students, including SU officers and representatives of the BAME staff and student networks. This work fed into the ED&IC, who worked with colleagues to gather information about the issues at our University, taking account of research and interventions at other universities and considering evidence from sector bodies.

- The University's Race Equality Strategy and Action Plan is the result of this partnership work between students, staff and the University. The Strategy was officially launched at a panel discussion event hosted by the President and Vice-Chancellor in March 2019. Over 200 staff and students attended the event and heard from external experts who have been influential in progressing race equality within HE. Throughout the launch week, a number of additional events took place across Campus, supported by an online and poster campaign displayed across campus to raise awareness of our BAME community.
 - Comprehensive data packs have been shared with Faculty ED&I Committees to help inform more local action planning against this priority. We are working to integrate ED&I staff data into a dashboard to support discussions in faculties and departments on an annual basis.
 - The new University Race Equality Steering Group, chaired by Professor Susan Fitzmaurice, and reporting into the ED&IC, will consider feedback gathered during the Strategy launch week.
2. Addressing the challenges experienced by disabled students and staff, particularly those experiencing mental health difficulties.
- A number of Mental Health First Aid (MHFA) cohorts are being run and evaluated over May to July 2019 with priority given to those roles which are student and staff facing and may regularly encounter people in distress. Additional work is being undertaken to develop an in-house group of MHFA instructors and to design further training in a variety of formats on looking after your own and others' resilience.
 - A set of dedicated webpages for staff focussing on their own and others' mental wellbeing was promoted in support of Mental Health Awareness Week and continues to be updated with signposting to different services, including the staff helpline, Juice activities, Counselling services and the Health Assured online portal. The week culminated with an 'Introduction to Mental Health' session for staff delivered by Simon Francis from Sheffield Mind, focussing on practical guidance around mental health and providing an opportunity for discussion and participation.
 - ED&IC colleagues from the Faculty of Science have been working with HR and Communications teams to establish Wellbeing Advocates within the faculty who will be able to signpost peers to services and support available at the University. Over 16 people from across the faculty are now being trained to undertake this role, and the initiative will be launched officially over the summer.
 - A new student wellbeing service is being designed, with wellbeing staff due to be recruited in July 2019.
 - A student mental health communications campaign is planned for Autumn 2019.

3. Embedding diversity into workforce planning to create high performing teams

- Significant work is being undertaken within HR and across the University to develop our approach to de-biasing the recruitment and selection process, and developing the advert and About the Job (ATJ) to attract high quality, diverse talent.
- Within the Race Equality Action Plan we have committed to continuing positive actions around recruitment, for e.g.: targeted adverts and ATJs to specifically attract more BAME applicants; use of role models to build advocacy; and sharing of case studies to build knowledge and share good practice via webpages.
- As part of action planning to address the Gender Pay Gap (GPG), we have identified the lower quartile of staff (covering grades 1-4) as a key area to focus targeted actions on, with the aim of creating a more gender balanced profile, which will in turn have a positive impact on the overall GPG.

Update on other priority areas

Athena SWAN

In May 2019, the University successfully renewed its institutional Athena SWAN Silver Award. This recognises our ongoing commitment to progressing gender equality. The renewal of our Silver award continues our track record since our first Bronze award in 2008, and first Silver award in 2016, and we are one of only 18 universities to hold this accolade. We also have 20 departments across the University with awards and in this latest submission round (November 2018), the AMRC achieved its first Bronze award.

Advance HE will present us with this award officially at a ceremony in June, attended by the Chair of the Gender Equality Committee and Chair of our Women's Network

Advance HE are undertaking a major review of the Athena SWAN Charter, ensuring that it is fit for current and future needs of institutions, individuals and the sector as a whole. We expect to hear outcomes of the review in the new academic year.

Sexual Harassment

The University has two sexual harassment and sexual violence working groups (a Student Services group, and an HR group working with the trade unions), which allows for focussed discussion within each group about the different issues relating to students and staff.

The working groups have jointly developed and agreed an overarching University statement on Sexual Harassment and Sexual Violence, which was approved by UEB in November 2018. The groups are currently working on the implementation of an online reporting system; and on a programme of culture change that includes online training and video content, and large awareness raising events for staff and students. A legal training session delivered by Eversheds Sutherland took place in January 2019.

Gender Pay Gap

We have monitored our gender pay gap (GPG) since 2003. Two sets of figures have been published (2017 and 2018) to meet our legislative requirements, and we have run the 2019 figures (yet to be published). Our GPG is showing a continued reduction, but progress is slow.

Over the three years, our mean data shows a reduction in the GPG from 19% to 17.8% and the median figure has reduced from 11.1% to 10.7%.

Workforce distribution is a key driver of the GPG, and the profile of our workforce has barely changed over the three years. The most acute gender imbalances are in the lower and upper quartiles (loosely equating to G1-4 and G8+): females make up 41% of staff in the upper quartile and 65% of staff in the lower quartile.

These figures have been shared with our GPG working group, and with the Gender Equality Committee, and will be discussed at Human Resources Committee in June 2019 and UEB in July 2019, following which an action plan will be finalised and agreed.

LGBT+

In 2019 the University was recognised as a Stonewall Top 100 Employer for LGBT+ inclusion for the sixth year running. Our highest ranking to date, we have been placed at number 23 on this year's list for progress on our LGBT+ inclusive policies, training, awareness campaigns, and our award-winning LGBT+ allies programme. Alongside being a top 100 employer, the University also received recognition as a top trans inclusive employer by being among the organisations that scored highest in the Workplace Equality Index in areas relating to trans experiences in the workplace. Stonewall named 14 organisations as Top Trans employers, including Cardiff University, Swansea University and Manchester Met University, along with TUOS.

Since Autumn 2018 we have held a number of face to face training sessions for staff, focused on increasing our understanding of trans inclusion and incorporating this into everyday practices. So far, nearly 100 people have attended, and further training will be arranged for key groups of staff in the next academic year.

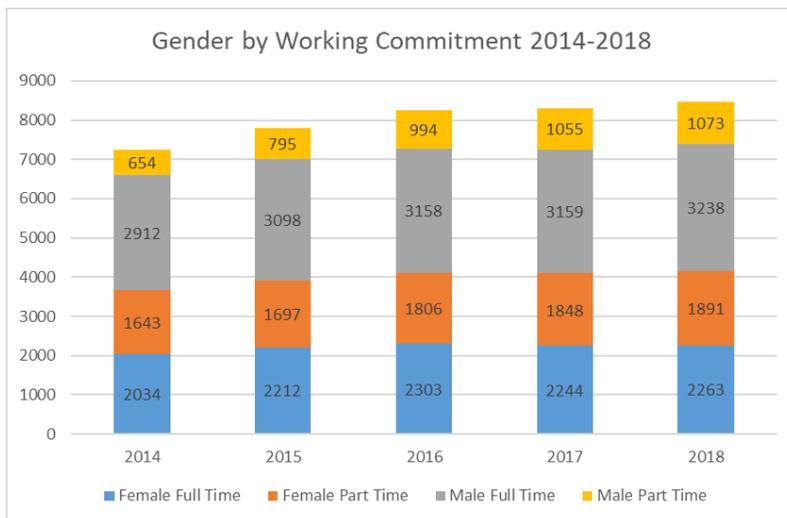
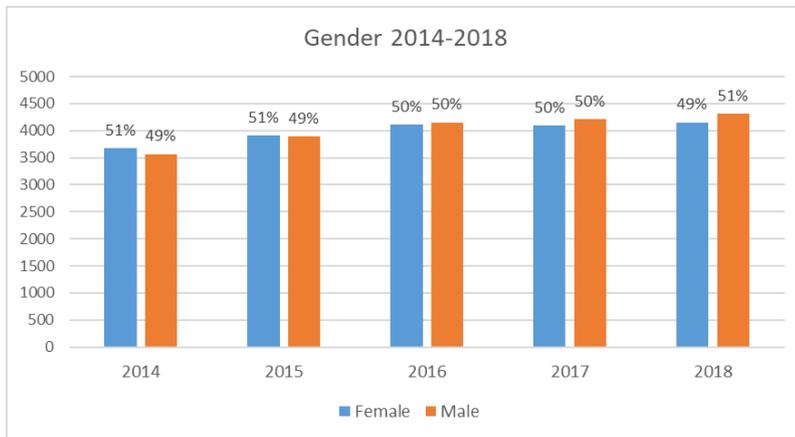
Our LGBT+ Staff Network are working with HR and the Psychology department to develop in-house training to support Open@TUOS allies (Open@TUOS is the University of Sheffield allies scheme to support LGBT+ staff and students). We currently have over 2,500 Open@TUOS supporters and continue to see staff keen to become active allies to the LGBT+ community.

Julie Campbell, HR Manager, ED&I
Charlotte Axon, HR Advisor, ED&I
June 2019

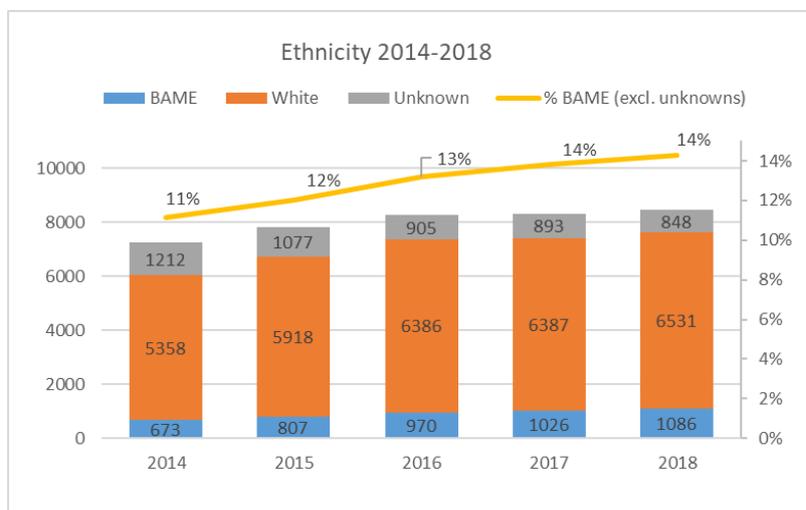
Appendix 1. Staff Data: as at 31.07.18

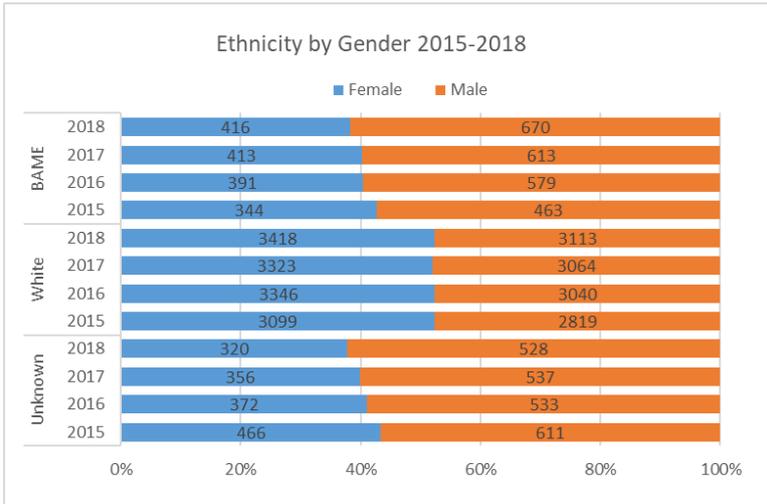
As part of the Public Sector Equality Duties, Universities are expected to publish annual data on their workforce by protected characteristic.

Gender

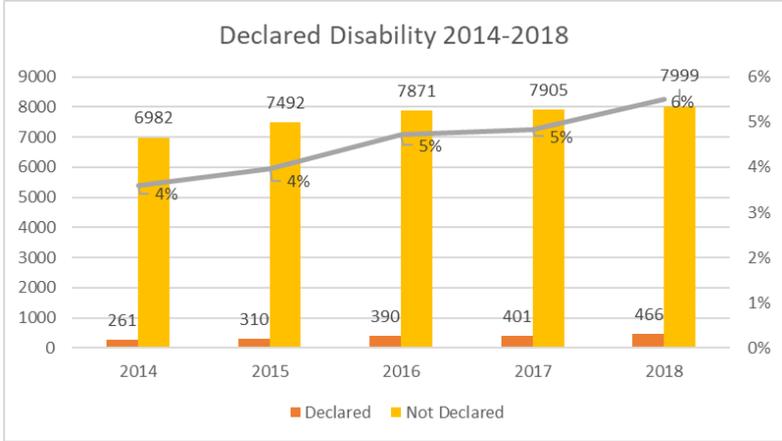


Ethnicity

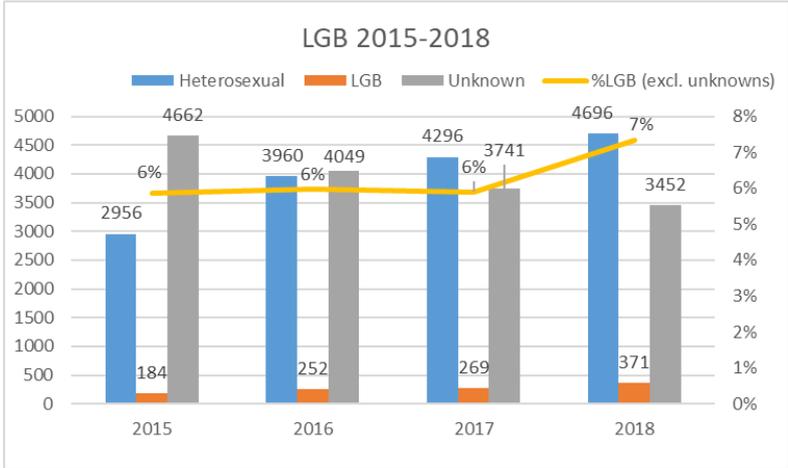




Disability



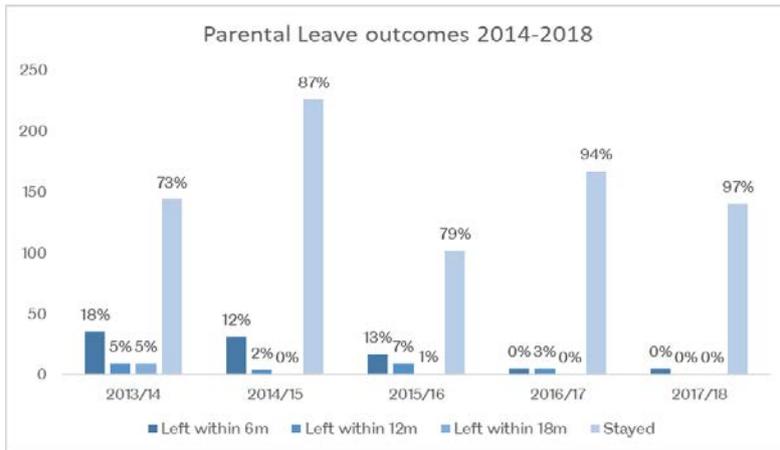
Sexual Orientation



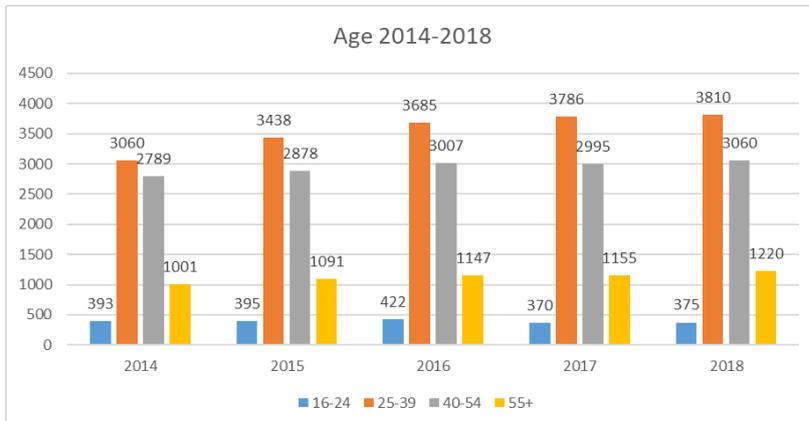
Transgender

Does your gender identity match your sex as registered at birth?	Count
No	25
Yes	4666
Prefer not to say	38
Information not provided	3780

Pregnancy and Maternity



Staff Profile: Age



Staff Profile: Religion or Belief

