

Council

Item

Date of Meeting: 30 November 2016

Report Title: Equality, Diversity and Inclusion progress and objectives for 2016/17

UEB Sponsor: Professor Sir Christopher Snowden, President and Vice-Chancellor

Report Author: Alexander Melhuish (Athena SWAN Advisor) and Sarah Hollowbread (Deputy Director HR)

1.0 Purpose of Report

1.1 To ask Council to endorse the recommended equality objectives for 2016/17 and update Council on progress against the 2015/16 objectives.

2.0 Recommendation

2.1 That the focus for 2016/17 is to consolidate and embed the successful work begun in 2015/16 to establish Equality, Diversity and Inclusion (ED&I) Committees in faculties and across Professional Services, and consult on long-term ED&I priorities that emerge as the 10 Year Plan is developed.

2.2 To achieve this, Council are asked to endorse seven equality objectives for 2016/17:

2.2.1 Identify opportunities to embed equality, diversity and inclusion throughout the 10 Year Plan by conducting equality impact assessments on its programmes as they are developed.

2.2.2 Faculties and professional services to deliver on the objectives set by UEB (as set out in paragraph 3.2 below).

2.2.3 Continue to develop and deliver activities that build on our Athena SWAN successes and support for departmental teams to apply for awards and progress their action plans.

2.2.4 Identify actions to achieve at least 30 per cent female representation in all University committees and other key activities by 2020.

2.2.5 Continue to improve gender equality in key processes and begin work to identify potential equality issues for BME staff in the academic promotions process.

2.2.6 Continue to raise awareness of ED&I via events and activities, including a high-profile 'Diversity Fortnight', Black History Month, International Women's Day, LGBT History Month and an annual programme of employee network events.

2.2.7 Identify ways for the Concordat for the Development of Researchers Working Group (CDRWG) and University Athena SWAN Committee to work together more closely and ensure that objectives and activities are aligned between the two groups.

3.0 Summary

3.1 The President and Vice-Chancellor became the University's ED&I Champion in January 2016. He has made it clear that ED&I are fundamental elements of the refreshed University strategy –

particularly the principle of collegiality – and key to our future success as a leading international university. As the 10 Year Plan to deliver the strategy is developed, we will utilise the new ED&I committees to consult on its impact and identify and embed longer-term ED&I objectives.

3.2 The University Executive Board (UEB) has adopted the role of University ED&I Committee and committees have been established to consult on priorities and implement the University’s objectives in each faculty and across Professional Services. At their meeting on 13 June 2016, UEB endorsed the following overarching objectives as for each faculty to progress in 2016/17:

- Identify key ED&I priorities beyond gender for their faculty through consultation and develop a prioritised plan to deliver them.
- Identify the underlying reasons where there are low equal opportunities data declaration among staff and appropriate actions to improve this.
- Review equal pay data for their own staff to ensure there are no pay gaps affecting particular disciplines or occupations.
- Identify ways that could achieve and progress towards 100 per cent staff completion of the online ED&I module.

3.3 The University was successful in its application for a Silver Athena SWAN Award. We are now one of ten¹ universities to have achieved this prestigious recognition in gender equality. This fulfils the Key Performance Indicator from 2013/14 to achieve an institutional Silver award by 2016. Work on promotions has also had impact: application rates were equal for men and women applying for promotion to Levels 6 and 7 this year (see Appendix 1a). However, we must ensure that the action plan submitted with the submission is fulfilled to demonstrate that we are not complacent about our progress in gender equality. Support is ongoing for departmental submissions also (Appendix 2 summarises departmental progress).

3.4 A working group has been convened to fulfil our commitment to the 30 Per Cent Club by 2020. The group will analyse relevant data and identify actions to improve nomination, appointment and selection processes for University committees and public activities, including ways to proactively identify or encourage more female candidates to apply. The current representation of women in key committees and activities is given in Table 1.

Table 1: Representation of women in University committees, leadership and activities

Body	Members	Percentage women	Chair’s gender
Council	19	26.3 %	Female
Senate	146	42.5 %	Male
UEB	15	40.0 %	Male
Deans	8	50.0 %	n/a
Distinguished Lecturers 2016	3	66.6 %	n/a

3.5 Data for 2015/16 academic promotions reveal that black and minority ethnic (BME) candidates are less successful than applicants overall (Table 2 – further data in Appendix 1b). There remains a high proportion of applicants with unknown ethnicity, so applicants should be encouraged to disclose their ethnicity as a priority to aid this analysis. Work should also be undertaken to identify why BME academics appear to be less successful than the cohort average and recommend actions to address the issues identified going forward.

¹ The other nine universities with Athena SWAN Silver awards are: Cambridge, Edinburgh, Imperial College, Newcastle, Nottingham, Queen’s University Belfast, Sheffield, UCL and Warwick.

Table 2: Academic promotions by ethnicity in 2015/16

	Level 6			Level 7		
	W	BME	U	W	BME	U
Applications and application rate (as percentage of cohort)	52	15	16	51	12	11
	9%	14%	22%	12%	16%	14%
Promotions and success rate (as percentage of applications)	31	6	13	37	7	7
	60%	40%	81%	73%	58%	64%

3.6 Plans have been developed to deliver a 'Diversity Fortnight' from 20 February to 7 March 2017, which will showcase our diverse community, share our progress in improving equality and inclusion and identify priorities to address in the future. This will complement other events throughout the year (summarised in Appendix 3), supported by faculties, student groups and staff engagement networks.

3.7 The University's HR Excellence in Research award was retained in August 2016, following an external review of our progress against the action plan submitted in 2011/12. Several objectives and activities overlap with those of the University's Athena SWAN submission and the Concordat for the Development of Researchers Working Group (CDRWG), who oversee the implementation of the Concordat principles and action plan, and the University Athena SWAN Committee will work together to ensure that these aims are achieved in an efficient and effective way.

4.0 Further Information

2015/16 objectives	Update
1. Make arrangements for establishing a formal University Equality and Diversity Committee, chaired by the Vice Chancellor; faculty and departmental structures to report annually to this committee.	Complete
2. Each faculty identify an E&D champion who can raise issues with the Faculty Executive and establish an E&D committee; build on Athena SWAN work where relevant.	Complete
3. COO to consider appropriate E&D in Professional Services.	Complete
4. Equality and Diversity training, including unconscious bias awareness, to be rolled out incrementally. All senior leaders involved in the promotions process to be trained in 2015/16. Further resources to be identified for training in 2016/17.	See paragraphs 4.1-4.3 (below)
5. University Executive leadership group to have E&D training focussing on unconscious bias. Online E&D training to become mandatory for new staff while continuing rollout to existing staff.	
6. Focus to continue on improving gender equality in promotions and the glass ceiling. Extend work to improve the pipeline and monitor all protected characteristics through the promotions process.	Ongoing (see point 2.2.3 above)
7. Commit to achieving at least 30 per cent women in governance structures and senior management positions; also in distinguished lectures, national nominations, honorary degree awards, etc.	See point 3.3 (above)
8. The University formally sign the revised Athena SWAN charter principles.	Complete
9. In 2016/17, develop plans for longer term E&D objectives as part of a new E&D strategy aligned to the University Strategy.	See point 3.1 (above)
10. An implementation Plan is developed to take these recommendations forward.	Complete

4.1 EDIT Development was selected to develop training that includes awareness of unconscious bias following an extensive procurement exercise in 2016. They will deliver this training, entitled 'Inclusive Leadership Training,' to over 170 senior leaders by Easter 2017:

- UEB in November and December 2016
- All promotions panellists in December 2016 and January 2017 (including Council members by invitation)
- Senior Leadership Network in March 2017

4.2 The materials from this training will be incorporated into the Leadership & Management programmes as they are developed.

4.3 The online ED&I module was shortened and re-launched in August 2016. Over 2,200 employees have completed the online module to date. 100 per cent completion has become an objective for faculties and induction paperwork will be amended to ensure all new starters complete the training from 2016/17.

5.0 Implications

5.1 Strategic

ED&I is at the core of the University's strategy and its aspirations to be an international university. Priorities will be identified through the new ED&I committees to be embedded in the 10 Year Plan.

5.2 Financial

Any additional resources requirements will be identified and discussed by the University ED&I Committee (UEB).

5.3 Equality and Legal

The on-going ED&I work and recommendations of this report will enhance our equality impact and demonstrate that the University meets its legal requirements under the Equality Act 2010.

5.4 Risk and Health & Safety

N/A.

5.5 Reputation

Good practice in equality and diversity improve the University's reputation as an employer of choice and an inclusive place to work and study.

6.0 Consultation

6.1 This report has been drafted in consultation with the ED&I University Lead Professor Nyovani Madise and reviewed by the ED&I Committees' Chairs and University Executive Board.

6.2 Senate will receive this report on 23rd November 2016.

7.0 Appendices

7.1 Gender and ethnicity in academic promotions 2015/16

7.2 Summary of Athena SWAN progress by faculty/academic units

7.3 Summary of equality, diversity and inclusion activities across 2016 and 2017

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Appendix 1a: Gender of promotions to Level 6 and 7 from 2011/12 to 2015/16

Promotion to Level 7	2011/12		2012/13		2013/14		2014/15		2015/16	
	M	F	M	F	M	F	M	F	M	F
Application cohort	331	146	351	161	367	183	382	193	380	198
Applications and application rate (as percentage of cohort)	44 13%	10 7%	35 10%	10 6%	46 13%	13 7%	58 15%	32 17%	48 13%	26 13%
Promotions and success rate (as percentage of applications)	29 66%	7 70%	25 71%	6 60%	37 80%	9 69%	38 66%	20 63%	30 63%	21 81%

Promotion to Level 6	2011/12		2012/13		2013/14		2014/15		2015/16	
	M	F	M	F	M	F	M	F	M	F
Application cohort	385	354	400	357	425	372	421	371	402	386
Applications and application rate (as percentage of cohort)	45 12%	19 5%	51 13%	30 8%	51 12%	29 8%	46 11%	33 9%	42 10%	41 11%
Promotions and success rate (as percentage of applications)	35 78%	14 74%	36 71%	20 67%	37 73%	19 66%	33 72%	24 73%	25 60%	25 61%

Appendix 1b: Ethnicity of promotions to Level 6 and 7 from 2011/12 to 2014/15 and 2015/16

Promotion to Level 7	2011 /12 – 2014/15			2015/16		
	W	BME	U	W	BME	U
Application cohort ²	389	54	86	422	76	80
Applications and application rate (as percentage of cohort ³)	175 11%	30 14%	40 12%	51 12%	12 16%	11 14%
Promotions and success rate (as percentage of applications)	125 71%	14 47%	30 75%	37 73%	7 58%	7 64%

Promotion to Level 6	2011 /12 – 2014/15			2015/16		
	W	BME	U	W	BME	U
Application cohort ¹	583	96	92	604	111	74
Applications and application rate (as percentage of cohort ²)	255 11%	38 10%	46 12%	52 9%	15 14%	16 22%
Promotions and success rate (as percentage of applications)	188 74%	24 63%	37 80%	31 60%	6 40%	13 81%

All data include out-of-rounds and honorary considerations.

² Application cohort for ethnicity in 2011/12-2014/15 is mean cohort over four years

³ Application rate for ethnicity in 2011/12-2014/15 is mean application rate over four years

Appendix 2: Summary of Athena SWAN progress by faculty/academic unit

Faculty	Academic Unit	Current level	Since	Latest award	Renewal due	Target level	When?	Progress update
Business, Law and Art	Southampton Business School							████████████████████ ████████████████████
	Southampton Law School					Bronze	Nov 2017	████████████████████
	Winchester School of Art							████████████████████ ████████████████████
Engineering and the Environment	ALL	Bronze	Apr 2013	Apr 2016	Apr 2019	Silver		████████████████████
Health Sciences	ALL	Bronze	Apr 2013	Nov 2014	Nov 2017	Silver	Nov 2016	████████████████████
Humanities	ALL					Bronze	TBC	████████████████████ ████████████████████
Medicine	ALL	Silver	Apr 2015		Apr 2018	Gold	Nov 2020	████████████████████ ████████████████████
Natural and Environmental Sciences	Centre for Biological Sciences	Bronze	Nov 2013		Apr 2017	Silver	Apr 2017	████████████████████
	Chemistry	Silver	Nov 2014		Nov 2017	Silver	TBC	████████████████████
	Ocean and Earth Sciences	Bronze	Nov 2012	Nov 2015	Nov 2018	Silver	Nov 2017	████████████████████ ████████
Physical Sciences and Engineering	Electronics and Computer Sciences	Bronze	Nov 2012		Nov 2017	Bronze	Apr 2017	████████████████████ ████████
	Optoelectronics Research Centre							████████████████████ ████████
	Physics and Astronomy	Bronze	Nov 2014		Nov 2017	Bronze	TBC	████████████████████
Social, Human and Mathematical Sciences	Geography and Environment					Bronze	Nov 2016	████████████████████ ████████████████████ ████████████████████
	Mathematical Sciences	Bronze	Nov 2014		Nov 2017	Bronze	Nov 2017	████████████████████ ████████
	Psychology					Bronze	TBC	████████████████████
	Social Sciences					Bronze	Apr 2017	████████████████████
	Southampton Education School					Bronze	TBC	████████████████████

Faculty/academic units names in bold are responsible for an individual departmental Athena SWAN submission

Appendix 3: Summary of equality, diversity and inclusion activities across 2016 and 2017

Staff engagement networks

Visibility of the LGBT staff engagement network has increased this year with a new committee and an increased calendar of events. The University has flown the rainbow flag for LGBT History Month (in February) and Southampton Pride (in August), as well as participating in Hampshire Pride and Southampton Pride. The network will rebrand in January and are inviting several high-profile LGBT speakers to the University in the coming year to add an educational aspect to network activities.

The Parents' and Carers' Network continues to grow with regular events. The President and Vice-Chancellor participated in a panel discussion in March 2016, where the idea of specific leave entitlement for carers was raised. The Carers Leave Policy is now in pilot and will be reviewed in October 2017 before it is permanently adopted.

WiSET continue to champion the success of women in STEMM at Southampton. Belinda Phipps (CEO of the Science Council and Chair of the Fawcett Society) was their distinguished guest for the Campbell Lecture in March 2016. For Ada Lovelace day (3 October), WiSET leaders unveiled a mosaic collage of Ishbel Campbell in the foyer of Hartley Library, compiled of over 300 selfies of women across the University.

Equality and inclusion through public engagement and research impact

Jess Spurrell ("Talk to US" Project Manager) has convened two meetings to date to discuss reasons why fewer young women choose to pursue STEMM subjects at university than men and identify a strategy for the University to influence those decisions. The most recent meeting was chaired by Professor William Powrie and included contributions from Pearl John, Public Engagement Leader in Physics & Astronomy, and Ros Rivaz, Vice-Chair of Council. She has since applied to share the outcomes through a break-out session at the Higher Education Academy Annual Conference in 2017.

For National Women in Engineering Day, Dr Ed Richardson, Associate Professor in Aerodynamics and Flight Mechanics, donated copies of the book Rosie Revere Engineer to local primary schools, including a note from the President and Vice-Chancellor inside the cover, to promote the creativity of engineering to girls at a young age.

Professors Mine Karatas-Ozkan, Yehuda Baruch and Laura Costanzo from Southampton Business School are conducting a project to compile evidence of the relationship between a diverse scientific workforce and the quantity and quality of its commercial outputs.