

Institutional Equality & Diversity Priority Actions – report on progress 2014

As agreed by the Board of Governors at their July meeting 2013, a set of inward-facing equality and diversity actions were agreed and are summarised along with their achievement status in the table below.

Priority Action	Achievement status
1. To implement the new HESA data fields for FT/UG Entrants 2013/14, to gather the data and to explore the potential for using the findings to enhance the monitoring of student performance so that positive interventions can be made in 2014/15;	ACHIEVED. Implementing the additional HESA data fields has improved the depth of student monitoring; e.g. data fields for religion and belief, gender identity and sexual orientation now features in the Participation Reports. In 2013/14 over 99% of entrants provided information in one or more of the new fields
2. To encourage Faculties to develop action plans to support the needs of identified underperforming groups with protected characteristics e.g. B&ME and mature students, to embed these actions as part of their regular performance evaluation and for this to become an integral part of the revised Annual Monitoring process currently being developed	ACHIEVED. The new University planning process has been used to encourage inclusion of E&D considerations, and there is evidence that faculty annual plans feature E&D actions e.g. BCBS to establish a School Equality and Inclusion Forum, PME to implement findings from equality impact assessments into policies, procedures and curricula, and the Faculty of Health to embed the role of the Diversity Scheme Coordinator to ensure that the needs of their diverse student intake is recognised and supported.
3. To Conduct an Equality Impact Assessment of the University's Access Agreement for 2012/13 to influence the Access Agreement for 2015/16 and to ensure fairness to all students;	ACHIEVED. The Equality Impact Analysis of the University's previous Access Agreement and findings from the student monitoring reports commissioned by the E&D Steering Committee helped to shape key E&D actions featured in the Access Agreement 2014-15 e.g. improve the participation levels of disabled students by raising the awareness of the legal definition of disability and the importance of disclosure to entrants;
4. To use the findings of the student monitoring reports	PARTIALLY ACHIEVED. Findings from the student

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commissioned by the E&D Steering Committee to help inform the University's Corporate Responsibility activity	monitoring reports such as the relationship between ethnicity and achievement and employment has influenced the University's Corporate Responsibility activity e.g. reading support with BCU sponsored school, City Road and partnership work with BCUSU in its targeting and marketing of volunteering activity to BME students in BCBS which can strengthen their CVs and improve their chances of employment.
5. To use the student performance monitoring data to help inform the work of the Campus Relations Group, including identifying any potential risk areas with regards to the General Equality Duty to "promote good relations" between students	PARTIALLY ACHIEVED. The Campus Relations Group meets once a term to consider the institutional implications of the government's PREVENT Agenda. Progress against this action has been delayed achieved due to the departure of the Director of HR, who chaired the Group. This will be addressed at the next meeting of the group in September.
6. To disseminate a simplified, visual extract of student monitoring data, key issues and findings online and via relevant institutional, departmental and faculty groups, meetings and events, to inform and support the annual monitoring process and positive interventions by Faculties and central University services	ACHIEVED. All faculties received an institutional and faculty overview of student monitoring data and key findings through their Faculty Management Team meetings or equivalent.

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