

Equality and Diversity Annual Report - 2017/18

All Different: All Bournemouth University



@EqualityatBU



Equality and Diversity at BU



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1. Foreword

We are pleased to introduce the Annual Equality and Diversity report which covers academic year 2017/18.

During this year we have seen continued engagement in equality, both internally and externally via our planned programme of work. We have continued to work across all elements of equality, we have placed increased emphasis on Wellbeing (including mental health), Gender, through Athena SWAN, Equal and Gender Pay and Race, (via the work towards the Race Equality Charter), increasing the progression of Black Minority Ethnic (BME) staff and closing the BME attainment gap for students.

We have continued to work in partnership with a range of stakeholders, including AFC Bournemouth, Dorset HealthCare University NHS Foundation Trust, Intercom Trust, Access Dorset and the wider community. A number of prominent people have supported our equality agenda by sharing their experiences at key events which have helped raise the profile and reduce the stigma attached to elements of the equality agenda. These speakers have included, Frank Bruno MBE and the LGBT speaker, activist and broadcaster Sophie Cook.

It is really pleasing to receive national recognition by the Equality Challenge Unit for our case study raising awareness of mental health issues. Work has commenced to raise student awareness of hate crime and the sources of support within and outside BU. The department for Media Production achieved a Bronze Athena SWAN award in recognition of its gender equality work, and we have submitted our application for our Athena SWAN bronze award under the new charter in November 2018.

This report provides information on the significant amount of work carried out across BU by staff, students and the wider BU community, all of whom have made a positive contribution to the equality agenda at BU.

We would like to thank students, staff and members of the wider community who have worked with BU to deliver this programme of work which would not have been achieved without their engagement. We will look to continue this work in conjunction with BU2025 as we continue to embed inclusivity throughout BU. If you want to find out more about the work undertaken during 2017/18 please read this report and see our [Wakelet](#).

Karen Parker, Associate Director of Human Resources and Chair of the Equality and Diversity Steering Group

Jim Andrews, Chief Operating Officer and University's Lead Director for Equality and Diversity

2. Introduction

Throughout 2017/18 we have effectively advanced our commitment to Equality and Diversity through a structured programme of work aligned to our strategic plan. Much activity has taken place and this report provides a broad overview of the key elements for 2018/19. The end of this year firmly positions BU to continue to embed inclusivity and equality through BU2025. Whilst activity has been across the equality agenda, this report focuses on the following key areas of activity:

- Wellbeing (Mental Health)
- Gender
- Race
- Lesbian, Gay, Bisexual, and Transgender (LGBT)
- Religion and Belief
- Equality and Diversity development, events and campaigns

The work above together with the objectives for BU2025, informs the programme of work for 2019/20.

Input has been informed by the work of:

- Equality and Diversity Steering Group
- Athena SWAN Steering Group
- Athena SWAN Self-Assessment Team
- Race Equality Charter Self-Assessment Team
- Interfaith Group

Before being presented to the University Leadership Team (ULT) and the Board, the report is finally approved by:

- Chief Operating Officer, who holds the institutional remit for Equality and Diversity
- Chair of the Equality and Diversity Steering Group

3. Equality and Diversity Activity

3.1 Wellbeing (Mental Health)

- Wellbeing is a core component of our strategic plan and this year has seen much work towards enhancing and managing wellbeing overall with a focus on mental health, which includes:
 - Implementation of a new Absence Management Policy. This policy provides information to managers and employees about how such personal issues will be managed.
 - Piloting of a flexi time policy for staff which will contribute towards increased employee satisfaction and productivity.

To support the above policies the following actions have been undertaken:

- Merging of the Student and Staff Wellbeing Groups to integrate BU's approach to wellbeing
 - Delivery of Mental Health First Aid to staff and SUBU which help to equip staff with the skills to support staff or students experiencing a mental health crisis,
 - Agreement to create a Head of Student Wellbeing post
- World Mental Health Day was marked by a number of events:
 - Frank Bruno visited BU and talked about his own lived experience of bi-polar and how he tries to help others with similar conditions.
 - A number of participants from the Mind Over Marathon programme (including one BU graduate) came to BU to talk about their own lived experience of mental health issues.
 - #Lifeunfiltered video was launched and has been submitted under the 'Community' category for the Times Higher Awards.
 - An evaluation of the #Lifeunfiltered project has been accepted at the Royal College of Nursing International Conference 2018.
 - #Day2Day work campaign was launched. This campaign aimed to challenge the perception people have of mental health.
 - Eating Disorder Awareness Week 2018 was marked by a number of talks focussing on lived experience, (including one BU graduate) and a comedy gig provided by Dave Chawner.
 - To mark Mental Health Awareness Week a one-day conference took place in partnership with Dorset HealthCare University NHS Foundation Trust. It focussed on young people and self-harm.
 - A case study on reasonable adjustments was published by the Equality Challenge in June 2018. It shared the findings from the OFFA/Office for Students funded BU mental health awareness events.

3.2 Gender Equality

BU has continued its work in respect of gender equality which included:

- Publication of our Gender Pay Gap and objectives to remove this all together by BU2025 by developing and implementing a detailed action plan.
- Focus on Athena SWAN:
 - Julie Northam and Dr James Palfreman-Kay, Chair and Deputy Chair of the Athena SWAN Self-Assessment Team.
 - Work has been undertaken to prepare an institutional Athena SWAN submission under the post-May 2015 criteria, submission due November 2018.
 - The Department for Media Production made a Bronze Athena SWAN submission which was successful in April 2018. Staff attended the Athena SWAN Awards ceremony in December 2018.
 - Athena SWAN submissions planned for all departments in conjunction with BU2025.
- International Women's Day 2018 was marked at BU with a talk involving female panellists including General Manager of AFC Bournemouth Liz Finney, Founder and Managing Director of Rock Recruitment, Angela Piromali, Celebrity Chef, Sarah Ali Choudhury, and National Policy Chair for the Federation of Small Business, Helen Walbey.
- BU worked in collaboration with the Dorset High Sheriff John Young, Dorset Police, the Dorset Police and Crime Commissioner, Wessex Crown Prosecution Service and Safer Poole Partnership victim support services to launch the Cut Your Strings campaign. It aimed to raise awareness of what constitutes controlling and coercive behaviour.
- The Good Lad programme visited BU and provided development sessions to SportBU Team Captains.
- The BU Maternity, Adoption and Paternity benefits were reviewed and benefits enhanced as a result. Only 7 other universities in the UK offer similar levels of paid maternity and adoption leave,¹ which shows BU is sector leading.
- The Equality and Diversity team supported a Health and Social Science Service Improvement project on Transgender Awareness.
- Policy on Transgender for students and staff which has been developed on the feedback from Transgender and Non-Binary Students' Campaign.

¹ <https://www.theguardian.com/education/2018/jan/21/better-maternity-leave-could-help-universities-retain-women-study>

3.3 Race Equality

Focus on Race Equality has been key this year with a number of activities in place to support BU's work towards the Race Equality Charter.

- Actions in place to increase BME staff across BU, including: blind shortlisting; advertising vacancies in different media; mentoring of BME staff; development for all staff in respect of unconscious bias.
- Exploring ways to enable the progression of BME staff and reducing the attainment gap between white British students compared to UK-domiciled students from minority ethnic groups.
- Dr Deborah Gabriel and Dr Gelareh Roushan have been appointed as Co-Chairs of the Race Equality Charter Self-Assessment team by the Vice Chancellor and Chief Operating Officer.
- A short video was published outlining why the Race Equality Charter work at BU and SUBU is important.
- Members of ULT agreed to develop race equality plans.
- A staff race charter survey was undertaken and received 506 responses.
- A student race charter survey was undertaken and received 192 responses.
- BU staff have been interviewed as part of the UCU research on the Race Equality charter. This research was undertaken by Birmingham University and investigated higher education institutions and their views on the Race Equality Charter.
- Copies of *Inside the Ivory Tower: Narratives of Women of Colour Surviving and Thriving in British Academia*, to help engender critical understandings of race and gender inequality. This is being launched at BU as part of Black History Month 2018/19. This book has been edited by Dr Deborah Gabriel.

3.4 Religion and Belief

- The Interfaith group continued to meet during the academic year. The group has considered issues in relation to religious literacy, faith spaces, and policies.
- Chaplaincy continued to run a programme of talks.
- The Religion and Belief policy has been updated and published on the website and is available to staff, students and the wider community.
- The Islamic Prayer room at Talbot House has been significantly extended.
- Chaplaincy has run sessions on religious diversity.
- Faith society specific weeks have been marked at BU.

3.5 We continue to embed equality throughout BU and the wider community through development opportunities, events and campaigns

3.5.1 BU community

- Respect at BU campaign was launched in September 2017.
- The 'Love Your Library' campaign has been included as part of the wider Respect work.
- Equality and Diversity sessions have been delivered to Health and Social Sciences students from Nursing, Occupational Therapy and Nutrition programmes.
- Staff development sessions have been delivered on topics such as Transgender, Good Relations, Dignity and Respect and Unconscious Bias.

3.5.2 Wider community

- Staff development on unconscious bias has been delivered to AFC Bournemouth staff.
- An event looking at Selective Mutism in young people was hosted at BU.
- New hate crime guidance has been published which confirms BU and SUBU are third party reporting centres
- 'Responding to hate crime' forum sessions have been delivered. Over 100 students have engaged in the work to date. An abstract sharing current findings was accepted at the annual British Society of Criminology conference.

3.6 A number of other key achievements and activities within the Equality agenda are summarised below

- Submission made to the Stonewall Global Workplace Equality Index.
- Work is being undertaken to prepare a Stonewall UK Workplace Equality Index submission.
- BU supported Bournemouth Pride 2018.
- LGBT History Month was marked at BU with talks and events being provided by BU academics.

3.7 Reports, appeals and complaints

- There were two reported hate incidents/crimes which affected BU staff and students. The incidents/crimes were reported and dealt with by Dorset Police.
- During the reporting period, there were no academic appeals nor complaints that raised 'equality and diversity' elements at the Central Review Stage. There were no non-academic complaints.
- There were four formal complaints from staff on equality related grounds.

4. Impact

This part of the report considers the impact of the Equality and Diversity work. BU, in partnership with a number of external partners has encouraged more open discussion on **mental health** issues. The work undertaken during the year focussed on young people and the workplace. The strength of these existing partnerships was demonstrated by a number of organisations involved in the provision of mental health support coming together to showcase their work to mark World Mental Health Day 2018. There has been continued engagement in the BU commitment to progress **gender equality**. This is demonstrated by Athena SWAN departmental submissions and talking about the work being challenging and rewarding at the same time. This is because the process of self-assessment provided the opportunity to talk in more detail about gender equality. Other evidence of impact is staff for the second year running providing the opportunity for students to hear successful female business leaders share their experiences. It is hoped that hearing these individuals speak provides aspirational role models for BU students.

BU has continued to investigate and remove any possible barriers that might prevent female staff from progressing through the university's grading structure at the same rate as their male colleagues. Examples of work to date include offering development opportunities for staff so they can maximise their potential. We are also working towards finding 'champions' at senior levels who work flexibly to act as role models for others wishing to do the same.

The commitment of students and staff to progress **race equality** has been shown via a short video in which they explain their reasons for getting involved with the Race Equality Charter. The commitment has been further shown through of the ULT who agreed to develop race equality plans, in addition to staff and students responding to the race charter survey. Evidence from these pieces of work will be used to inform the institutional submission that will be made during 2018/19.

LGBT equality work has focussed on understanding the impact of being a Stonewall Global Diversity Champion. We will receive the feedback on our Global Workplace Equality Index which was submitted in October 2018. It is anticipated that the results will identify future work to enable BU to become a LGBT inclusive university for its students, staff and the wider community who visit.

The work in relation to **religion and belief** has seen a commitment from students from the Christian Union and the Islamic Society running events. The significance of this helps to show that BU students feel they can openly display and share their faith with others and also helps to show that the university is welcoming of all faiths.

Image 1 shows a snapshot of the social media activity around the various activities and events as part of the E&D programme of work for 2016/17. As of 31st August 2018, our current total of Twitter followers stood at 1172. This has seen an increase of 275 new followers from the same time period in August 2017.

Image 1.

Take a look at our programme of events for this year's World Mental Health Day here: ow.ly/qmQ030fqFgg #WMHDBU17 @bournemouthuni



Image 2 provides an overview of the impact of the Office for Fair Access funded Equality and Diversity events. The following conclusions can be drawn:

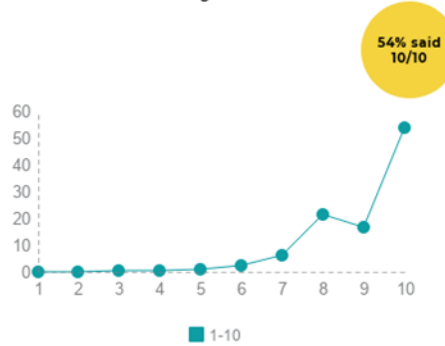
- A higher proportion (62%) of new people attending an equality and diversity event.
- 93% of individuals who attended the events during 2016/17 felt that they had learnt or experienced something that would change their behaviour or the way in which they work.
- 54% of attendees (over 300 individuals) would recommend attending future events to others (by giving a score of 10 out of 10).
- We can also see individuals confirming that their level of knowledge in the subject area has increased

Image 2.

Have you attended a BU equality event in the past?



On a scale of 1 to 10 how likely are you to recommend this event to a colleague, friend or family member?



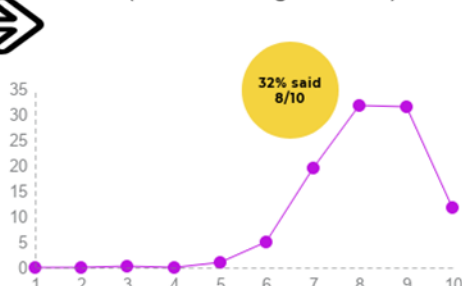
Have you learnt or experienced something at this event that will change the way you work, live or think?



What was your level of knowledge/confidence on this topic before the event?



What is your level of knowledge/confidence on this topic now (after attending the event)?



An analysis of the qualitative feedback shows that the events have provided educational opportunities to the attendees. Image 3 shows that the work helped attendees increase their knowledge of mental health issues, encouraged research into the relevant areas and also provided practical ideas and strategies to use in other educational settings. We can also see that some attendees were inspired to look into pursuing a career within the mental health field.

Image 3.

What has been the impact of the 2016/2017 E&D events?



5. Data

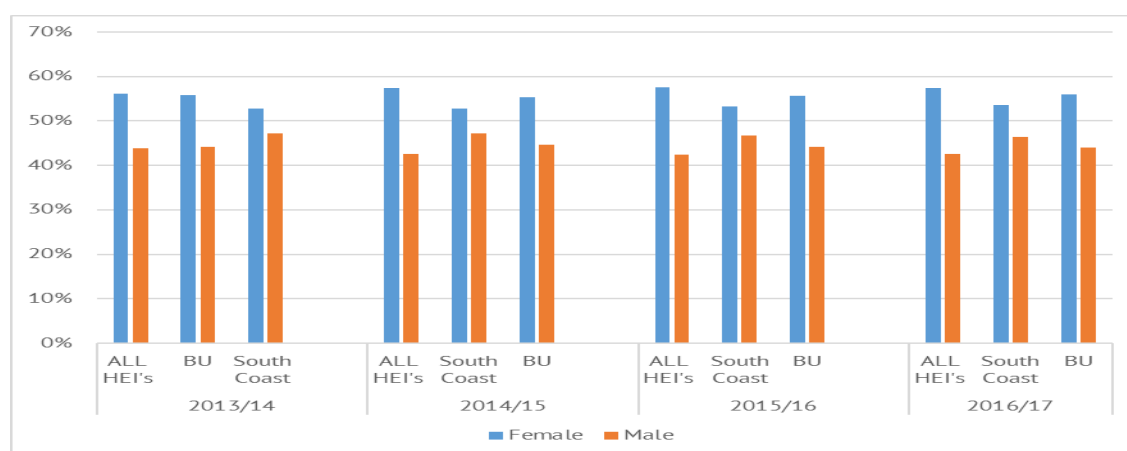
This part of the annual report provides an overview of student and staff equality data including student and staff headcount as well as attainment. Four-year trends are shown for some student and staff data from the Higher Educational Statistical Agency (HESA). This report makes comparisons for BU data from HESA with the sector (all HEIs), and with south-coast HEIs.² BU student data is provided by BU Student Administration and drawn from both Academic Standards and on-line registration data, which cannot be compared with national statistics. BU staff data is provided by Human Resources. Written percentages have been rounded (to the nearest 1%) and, therefore, may not total 100%.

5.1 Students

5.1.1 Gender

The percentage of female students in each of the three university categories has continued to be stable, with BU being very similar to the sector (all HEIs) and with a higher % female than for other south-coast HEIs.

HESA student gender at BU compared with all HEIs/South-Coast HEIs



The data shows that the university continues to have a higher percentage of female students studying at BU than male. There was a small reduction during 2017/18.

² 2017/18 data is not available at the time of writing this report.

BU gender profile 2014/15-2017/18

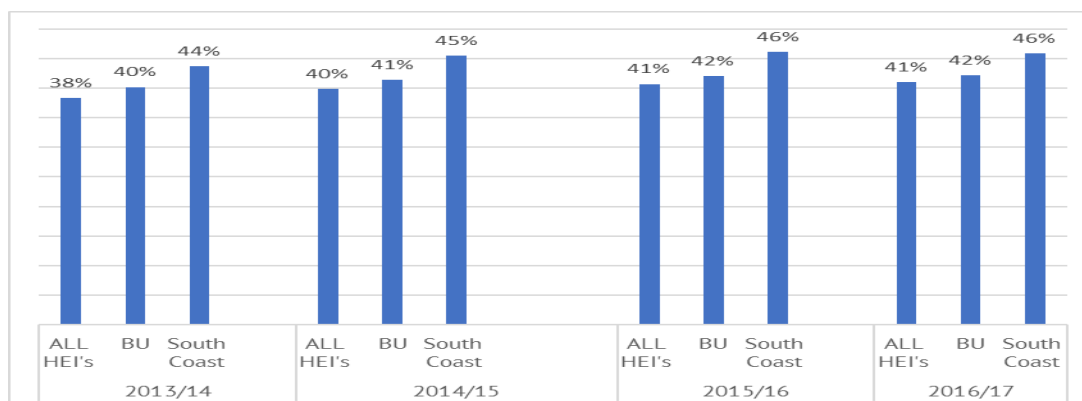


The data shows that BU continues to have a higher proportion of female students. The equality work outlined for 2018/19 will help to promote an inclusive environment to all its students.

5.1.2 Age

South-coast HEIs continue to have a much younger student population than the sector (all HEIs), which include many big city universities.

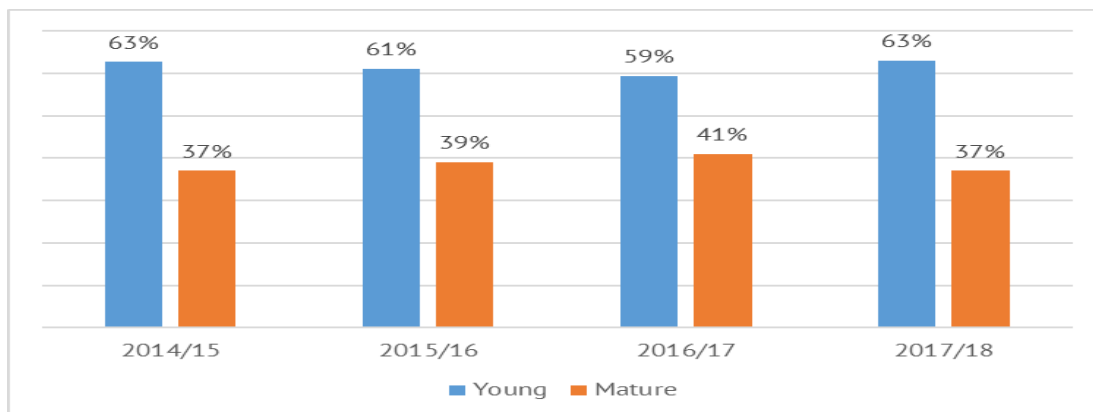
HESA student age profile (% under 21) at BU compared with all HEIs/South-Coast HEIs



The BU student population continues to be more similar to the sector than to the other south-coast HEIs but it is getting younger.

Students studying at BU are mainly under the age of 21. Young people are entering higher education because they believe it will lead to increased job prospects.

BU age profile 2014/15 – 2017/18

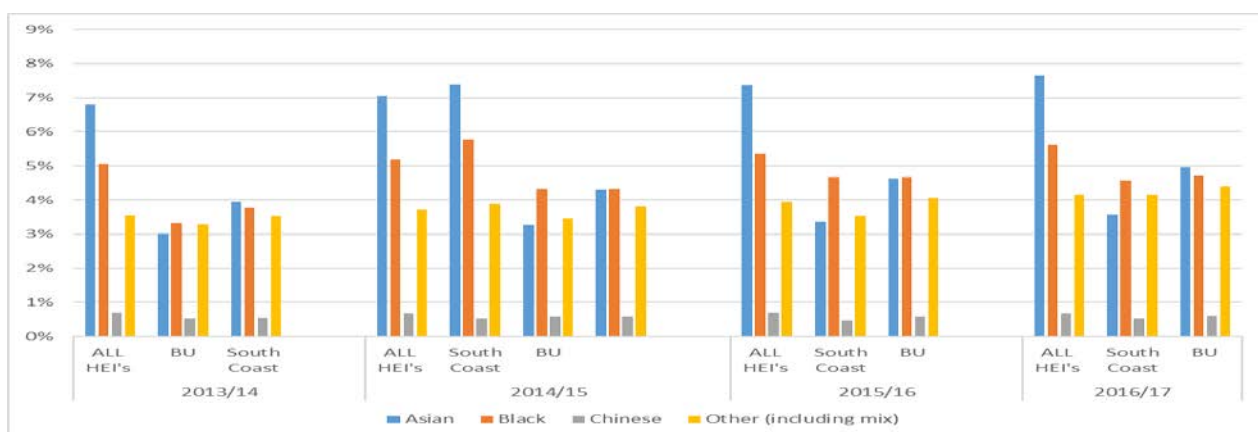


There has been a reduction in mature students studying at BU. The decline in the proportion of the mature students can be explained by a lower number of students from this group deciding to enter higher education, most likely due to the impact of funding changes.

5.1.3 Ethnicity

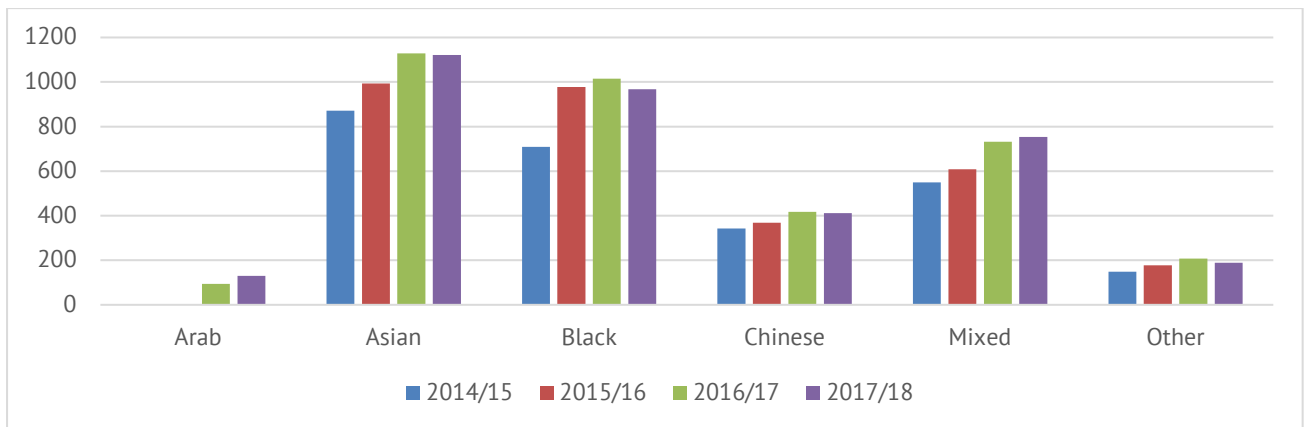
BU and other south-coast HEIs have a much lower proportion of BME students than the sector (all HEIs) which includes many big city universities.

HESA BME student profile at BU compared with all HEIs/South-Coast HEIs



The proportion of black students at BU has remained stable over the last two years. BU has seen a growth in the number of BME students studying at the university since 2014/15. The largest groups represented by 2017/18 were Asian and Black students.

BU ethnicity profile 2014/15 – 2017/18

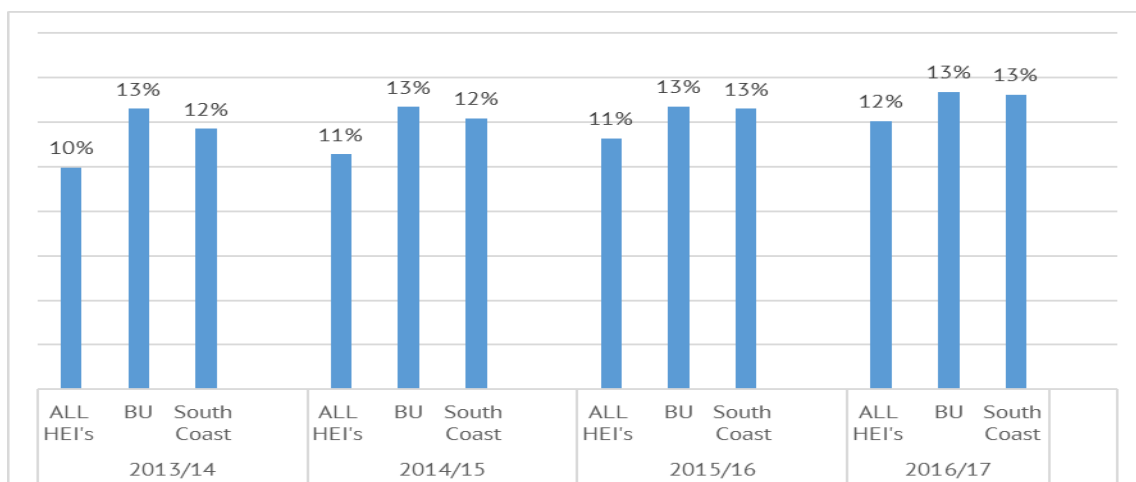


The ethnic profile of students is changing at BU which reflects its commitment to inclusivity. The work being undertaken as part of the Race Equality Charter work will help to strengthen and inform work during 2018/19.

5.1.4 Disability

The percentage of BU students declaring a disability remains high over the last four years. The percentage of disabled students has increased for the South-Coast group as a whole and numbers for BU are at similar levels for 2016/17 when compared to the rest of the group.

HESA student disability at BU compared with all HEIs/South Coast HEIs



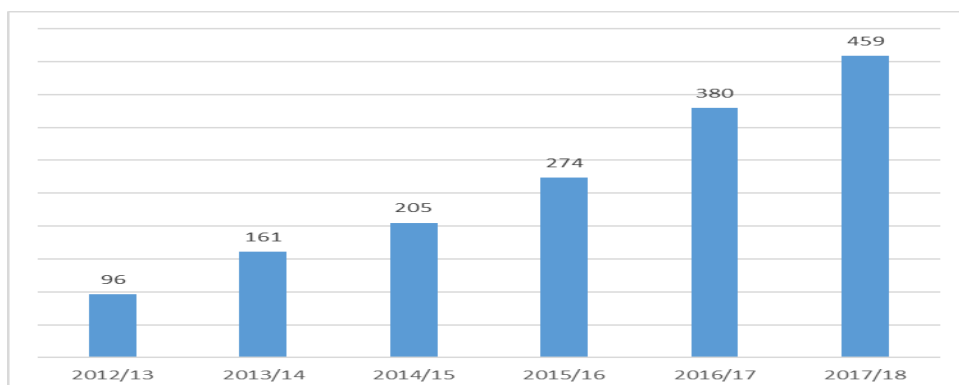
BU is above the average for the sector and South-Coast for students disclosing a specific learning difference.

The number of disabled students has continued to increase. By 2017/18 the university has 2,577 (12%) with a disclosed disability. BU continues to have a large number of students disclosing a

specific learning difference, with 1,347 having disclosed by the end of 2017/18. This is a reduction from the previous year.

Since 2012/13 there has been a marked increase in students disclosing mental health issues, which reached 459 during 2017/18.

BU mental health profile 2014/15 – 2017/18

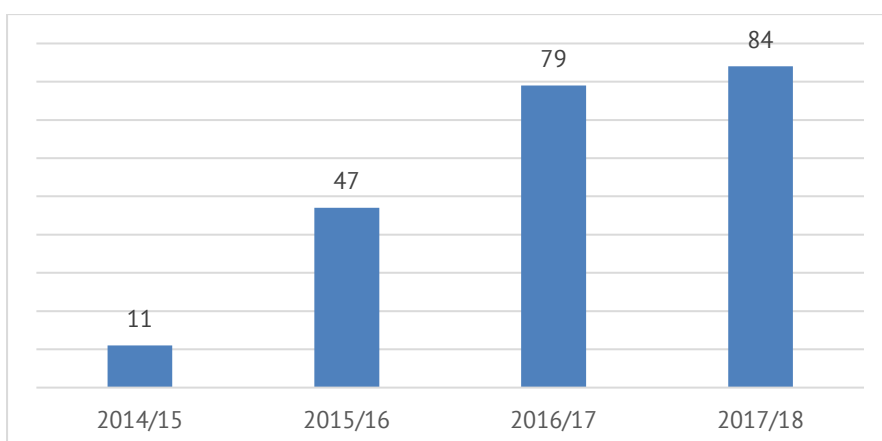


The continued increase in students disclosing mental health issues reflects developments within the sector. The work programme for 2018/19 continues to indicate that BU is encouraging more open conversations about mental health issues. The newly appointed Head of Student Wellbeing will be invited to become a member of the Equality and Diversity Steering Group to ensure there is sharing of good practice.

5.1.5 Gender identity

The numbers of students disclosing a change in their gender identity continues to increase and reached 84 by 2017/18.

BU gender identity profile 2014/15 – 2017/18



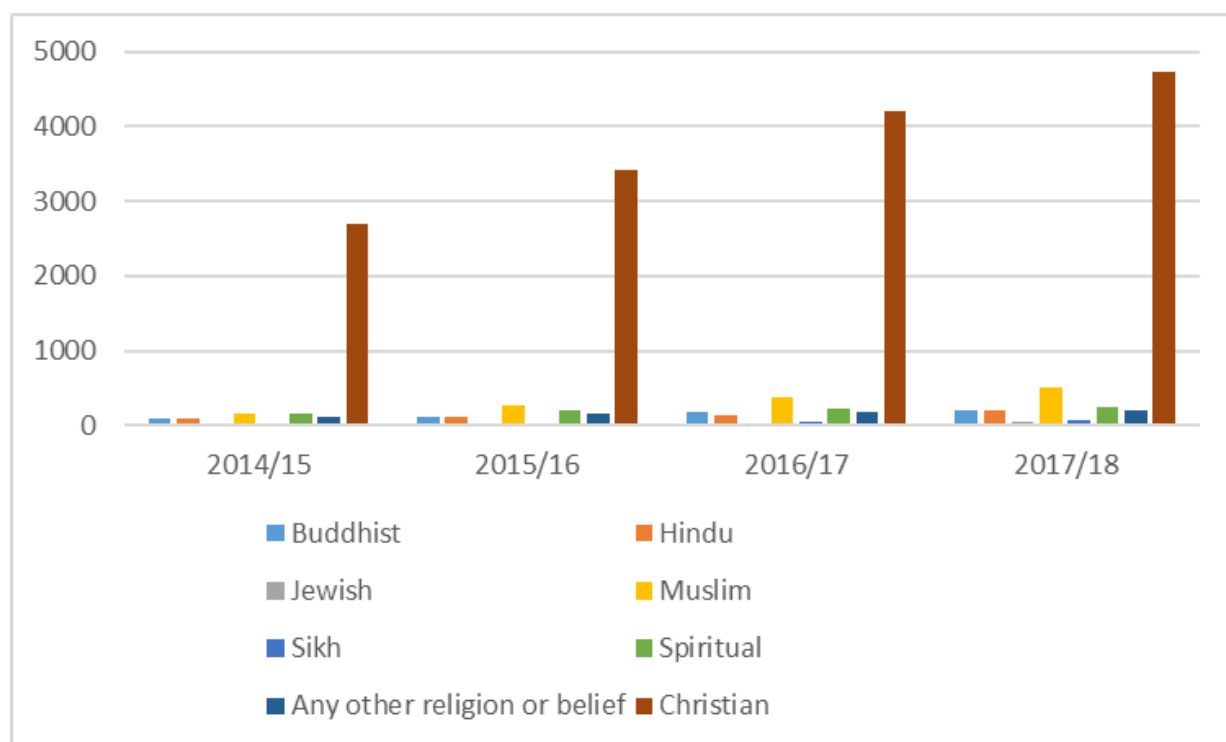
BU will draw on work undertaken as part of the Athena SWAN work to provide on-going support to trans students. The launch of the Transgender Inclusion policy and procedure during 2018/19 will provide further support. Students from the Transgender and Non-Binary

students' campaign are being invited to a future Equality and Diversity Steering meeting during 2018/19 to share their experiences of studying at BU. This and other feedback will be used to inform and shape current and future activity.

5.1.6 Religion and belief

There has been a continued increase in the number of students disclosing their faith whilst studying at BU. The largest increase has been in the number of students stating that they are Muslim (515). The largest faith group remains Christian.

BU religion and belief profile 2014/15 – 2017/18

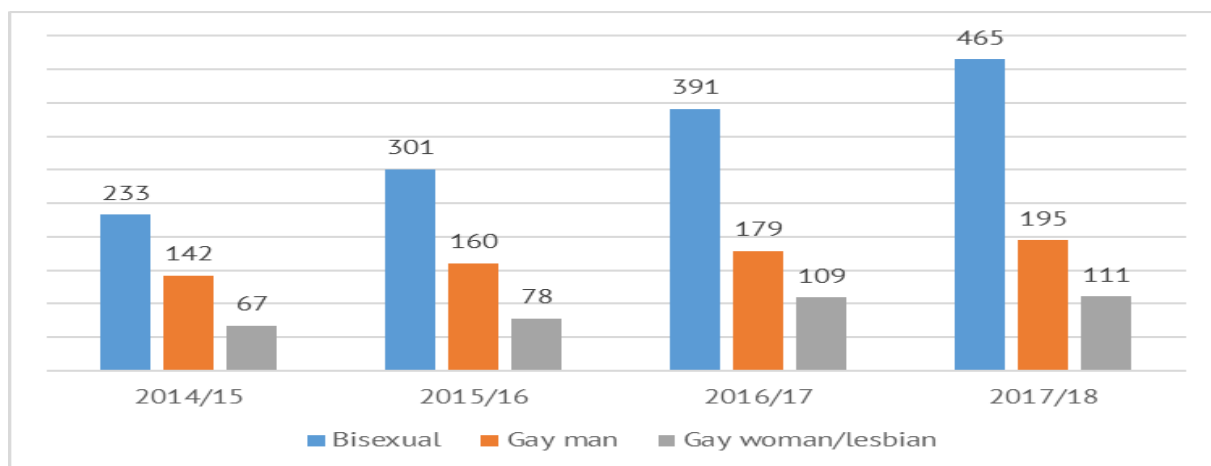


The above information will be shared at a future meeting of the Interfaith group for consideration and action.

5.1.7 Sexual orientation

The number of students talking about their sexual orientation has increased over the last four years. The largest increase has been with students disclosing that they are bisexual (465).

BU sexual orientation profile 2014/15 – 2017/18



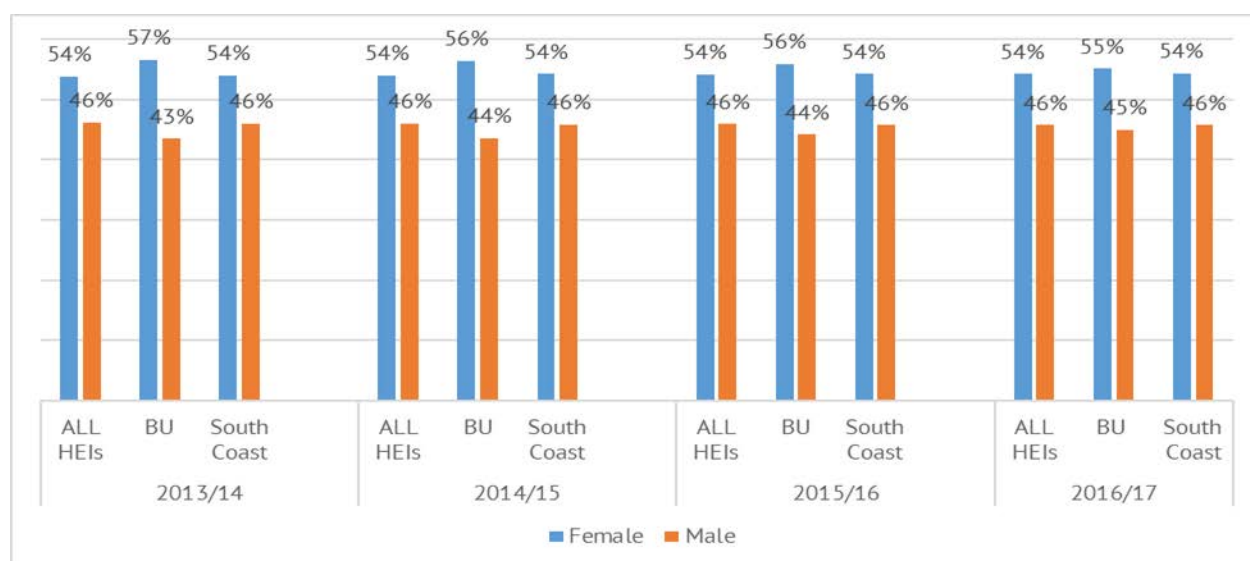
The increase in numbers reflects more open discussion on sexual orientation within wider society. The work undertaken as part of the Respect at BU campaign helps to show BU is promoting an inclusive study environment. During 2018/19 BU will engage with the LGB Plus Students' Campaign to inform its work and draw on resources provided by Stonewall to ensure it continues to promote its value of inclusivity.

5.2 Staff

5.2.1 Gender

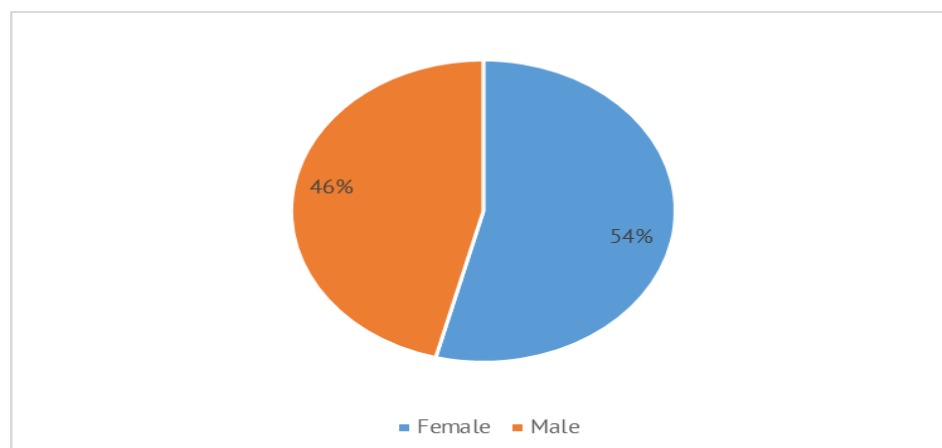
When compared to the sector and the South Coast, BU continues to reflect the three groupings.

HESA staff gender at BU compared with all HEIs/South-Coast HEIs



The gender balance of all staff shows a continued female bias in the data. Work undertaken as part of its Athena SWAN work will continue to address the under representation of women in senior academic roles. The gender pay gap work will look to reduce the gender pay gap year on year.

BU gender profile 2017/18

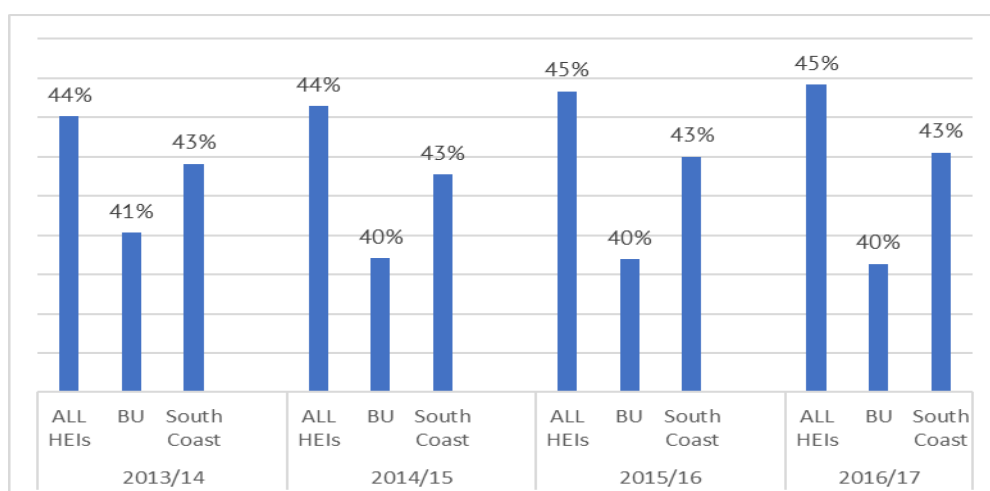


The majority of staff did not respond to the questions about gender identity. Work undertaken as part of the UK Workplace Equality Index during 2018/19 will enable BU to understand why this is the case and to undertake the necessary actions.

5.2.2 Age

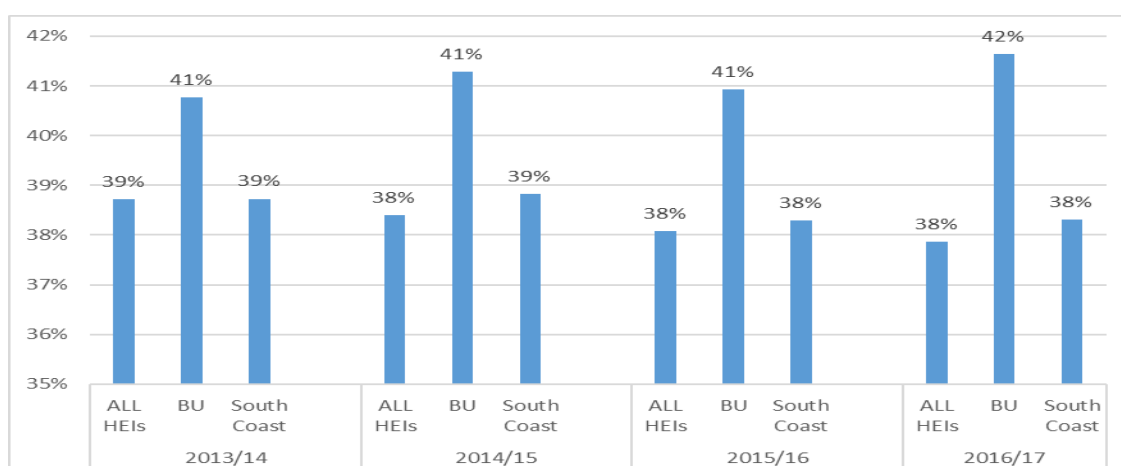
Comparison of staff age profiles for four years at BU versus the south-coast HEIs and the sector average shows that BU continues to have a lower proportion of staff under 40 compared to the other groupings.

HESA staff under 40, by age group, at BU compared with all HEIs/South-Coast HEIs



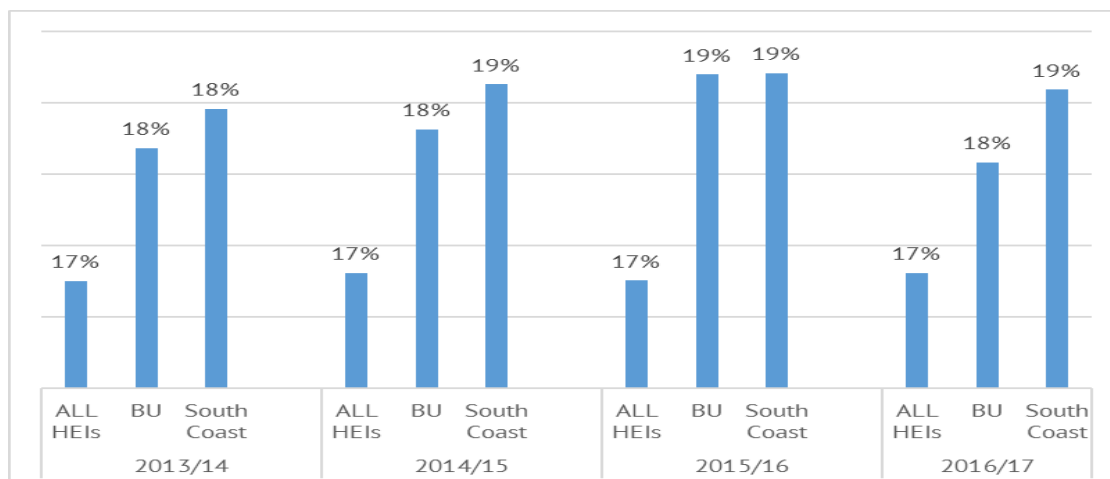
We have a higher proportion of staff aged between 41-45 when compared with the sector and other South-Coast HEIs.

HESA staff aged between 41-55 and over, by age group, at BU compared with all HEIs/South-Coast HEIs



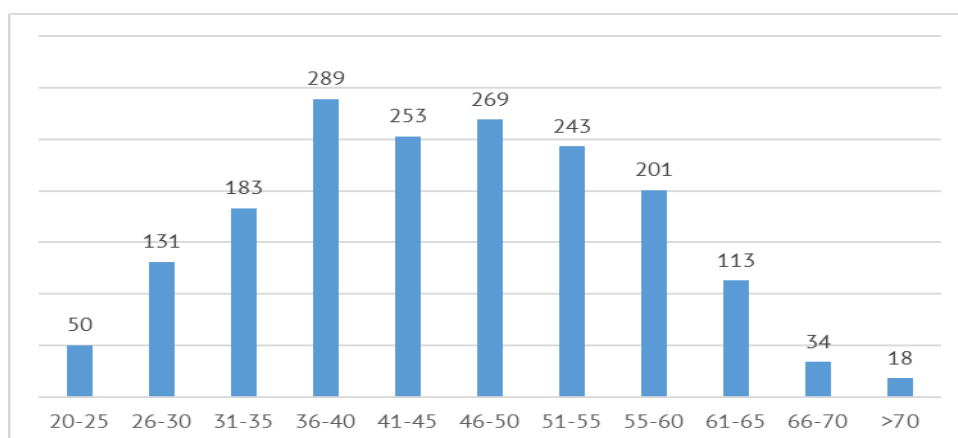
BU is above the sector but not other South-Coast HEIs with the number of staff aged 56 and over working at the university.

HESA staff aged over 56 and over, by age group, at BU compared with all HEIs/South-Coast HEIs



The majority of staff are aged 36-55, but some older staff include ages 61 to >70.

BU age profile 2017/18

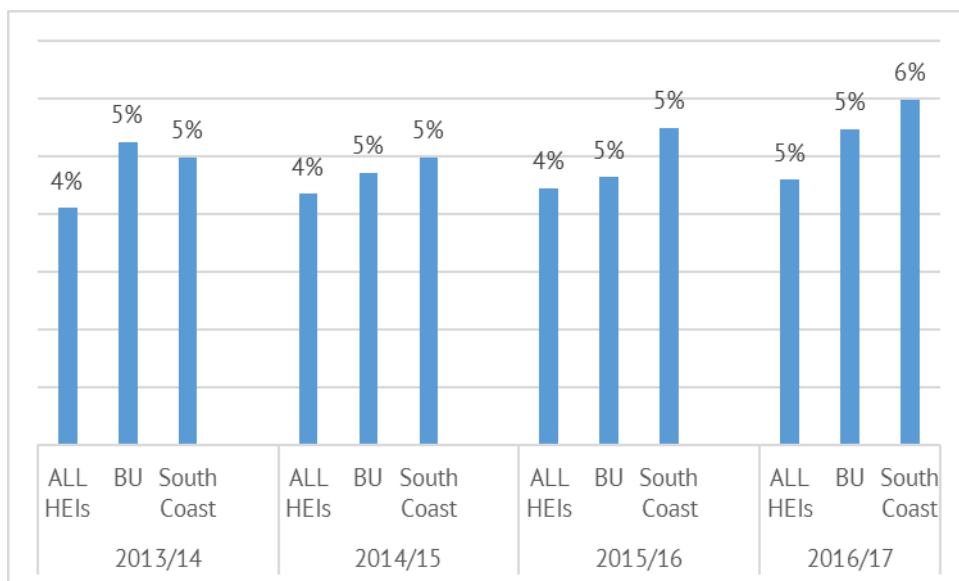


The above data shows that the geographical location of the university makes it an attractive place for staff to work.

5.2.3 Disability

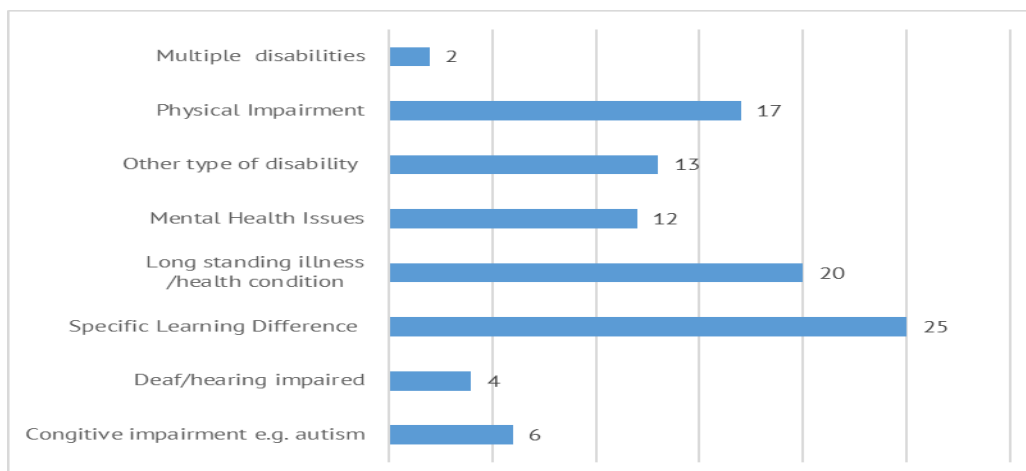
There continues to be a similar proportion of staff who have a declared disability in each of the three university groupings, with slightly higher proportions in south-coast HEIs. By 2016/17 BU reflects the sector average.

HESA disability staff profile compared against all HEIs/South-Coast



Staff with either a long standing illness/health condition (20) or specific learning difference (25) are the largest number of disclosed disabilities at BU.

BU disability profile 2017/18



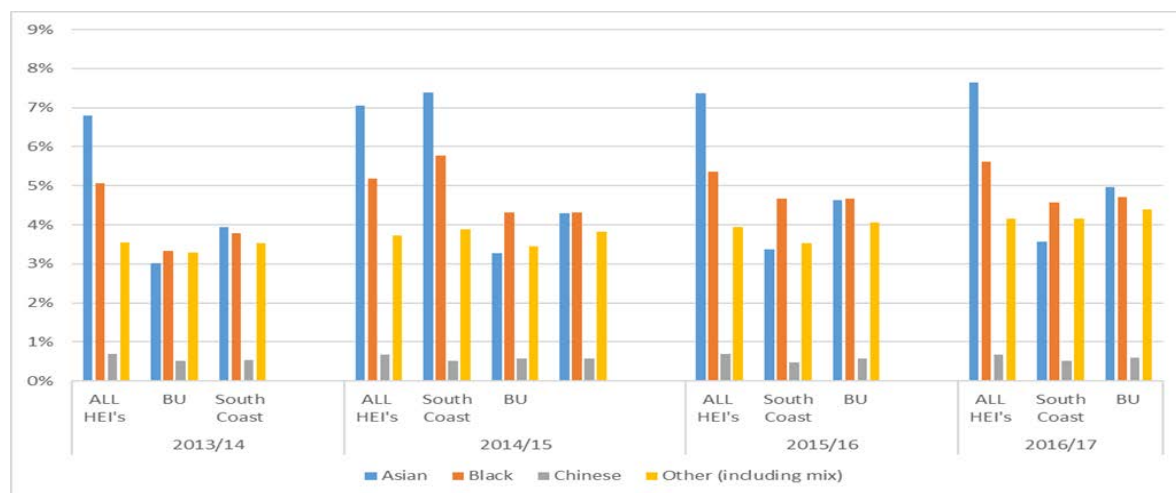
The recently published Accessibility Guidance provides information to managers, staff and the university community to ensure that those with disabilities have access to appropriate

work facilities and learning environment. Our membership of Disability Confident, DisabledGo and Business Disability Forum enables BU to reflect on current and future practice to ensure it is inclusive.

5.2.4 Ethnicity

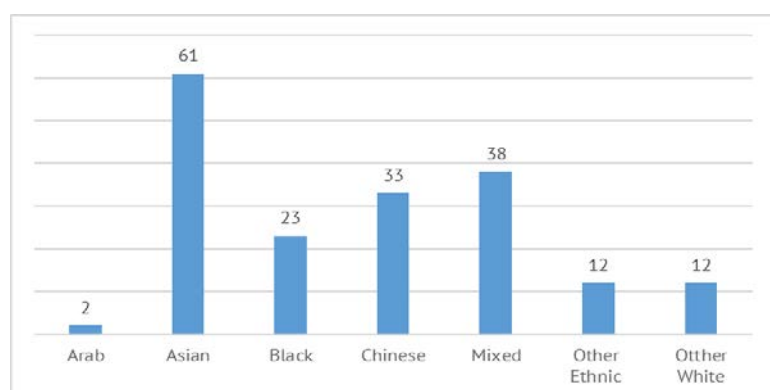
The proportion of BME staff continues to increase slightly year on year. By 2016/17 BU reflects the proportion of BME (Asian, Chinese and other) staff working in South-Coast HEIs.

HESA ethnicity profile compared against all HEIs/South-Coast



The majority of staff are white with 9% of BU staff BME. The breakdown across groupings indicates that the largest ethnicity is Asian staff.

BU ethnicity profile 2017/18

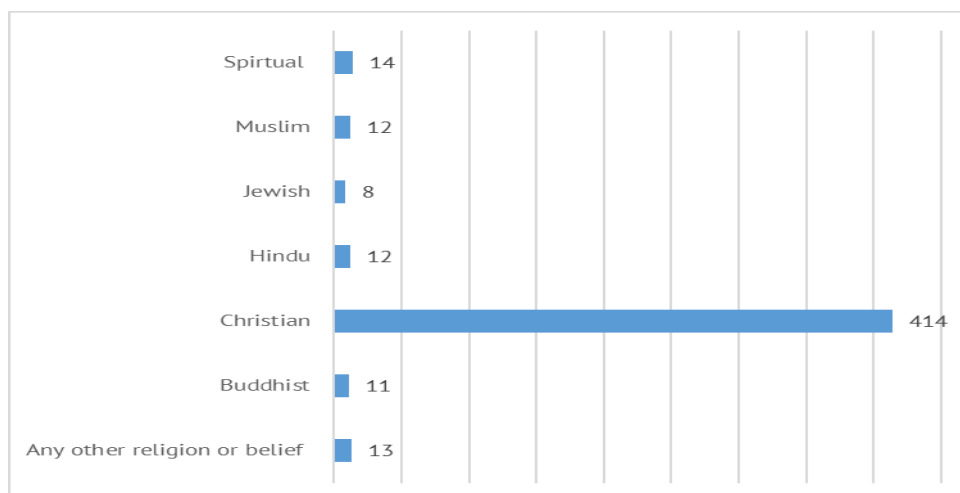


The work being undertaken as part of the Equality Challenge Unit Race Equality Charter work during 2018/19 will enable BU to reflect on what it needs to undertake to attract more BME staff to the institution in either an academic or professional and support role. As a result, we aim to increase the number of BME staff working at BU.

5.2.5 Religion and Belief

The majority of staff (748) did not respond to the questions about religion and belief; of those who did the vast majority identified themselves as Christian (414).

BU religion and belief profile 2017/18

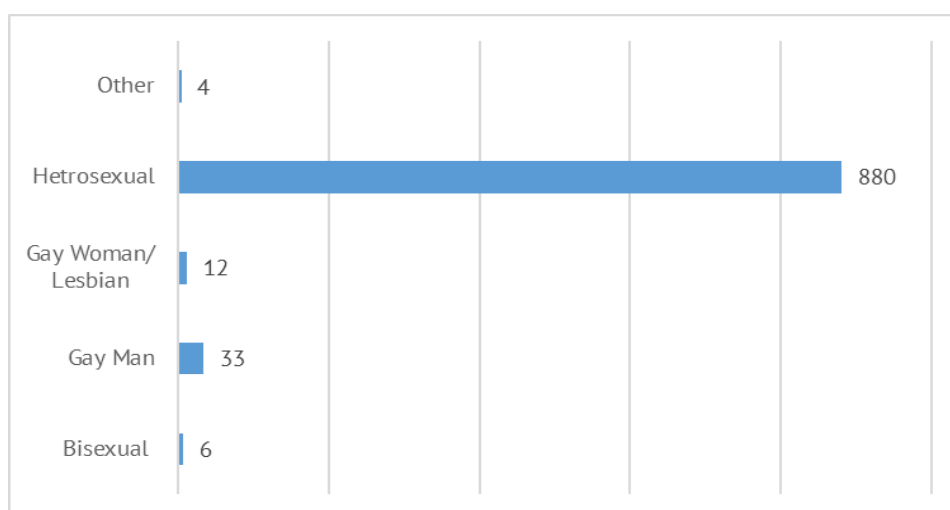


This information will be shared at the next meeting of the Interfaith group for consideration.

5.2.6 Sexual orientation

The majority of staff at BU identify as being heterosexual.

BU sexual orientation profile 2017/18



A small number of staff identified as either a gay woman/lesbian or gay man. The numbers here reflected that more work is required to encourage staff to disclose their sexual orientation. A total of 849 staff did not provide any information or did not respond. The

work planned for 2018/19 as part of the Stonewall UK Workplace Equality Index as well as re-establishing the staff LGBT network will help.

6. Programme of work for 2018/19

Equality and diversity work programme for 2018/19 will be aligned to BU2025 and will include:

6.1 Race Equality Work

Race Equality
Activity
BU and SUBU will progress the Race charter work at BU which will involve providing specific development opportunities for self-assessment team members, publishing the student and staff surveys and undertaking other relevant activities as part of the process of self-assessment in preparation for a bronze submission during July 2019.
Lead Responsibility: Chairs of the Race Equality Self-Assessment Team
Completion Date: July 2019
Activity
Take action to increase the numbers of Black Minority Ethnic Staff in senior academic and professional and support roles by the end of 2018/19 and continuing to BU2025.
Take action reduce the attainment gap between white British students and UK-domiciled students from ethnic minority groups by the end of 2018/19 and continuing to BU2025.
Lead Responsibility: Executive Deans; Human Resources; Academic Services
Completion Date: Throughout the 2018/19 academic year

6.2 Gender Equality Work

Gender Equality
Activity
BU will continue to focus on gender equality through supporting and progressing the BU, faculty and departmental Athena SWAN work. Work has been undertaken to prepare an institutional Athena SWAN submission under the post-May 2015 criteria, submission due November 2018.
Lead Responsibility: Chair and Deputy Chair of the Athena SWAN Self-Assessment Team
Completion Date: Submissions are made at the end of November 2018 and April 2019. Associated action plans are implemented.
Activity
Continue to take action in line with the agreed plan and appropriate steps to reduce the gender pay gap year on year.
Lead Responsibility: ULT

Gender Equality
Activity
Completion Date: Publish Gender Pay Gap report April 2019
Complete the Equal Pay review and take action in line with the outcome to address any issues.
Lead Responsibility: Equal Pay Review Working Group
Completion Date: End of 2018/19 academic year

6.3 Equality and Diversity Events

Events
Activity
Continue to mark the following national equality and diversity events to show commitment towards meeting the Public Sector Equality Duty: Black History (Oct) Month; World Mental Health Day (Oct); Disability History Month (Nov/Dec); Carers Rights Day (Nov); LGBT History Month (Feb); Sexual Violence Awareness Week (Feb); Eating Disorder Week (Feb); University Mental Health Day (March); International Women’s Day (March); International Day Against Homophobia and Transphobia (May); Mental Health Awareness Week (May); Bourne Free (July).
Lead Responsibility: Equality and Diversity Service; SUBU; Regional Community Partnerships; Health, Safety & Wellbeing; Women’s Academic Network; Student Services.
Completion Date: Throughout the 2018/19 academic year

6.4 Equality and Diversity Campaigns

Campaigns
Activity
BU and SUBU to continue to promote the Respect at BU work to all students and staff which will involve working together to raise awareness of hate crime and the support available within and outside the university.
Lead Responsibility: Equality and Diversity Service, SUBU and External Partners
Completion Date: February 2019 and promotion of resources throughout 2018/19
Activity
SUBU will continue to support a number of Liberation Campaigns. These Campaigns will provide a community made up of, and led by, students who self-identify as either, Black or Minority Ethnic, Disabled, LGBT and Women, or any combination, to build friendships, share experiences, discuss issues, raise awareness and campaign for change.
Lead Responsibility: SU VP Welfare and Democracy and Equality
Completion Date: Throughout the 2018/19 academic year
Activity

Campaigns

Prioritise campaigns that increase the understanding of consent, healthy relationships and responsible sexual health which underpins our commitment to tackling issues of gender based violence.

Lead Responsibility: SU VP Welfare, Democracy and Equality Department

Completion Date: Throughout the 2018/19 academic year

6.5 Wellbeing Work

Wellbeing

Activity

SUBU will continue to support the Mental Health Zone - which aims to raise awareness of, and reduce the stigma around mental health, as well as promoting positive wellbeing to students at Bournemouth University.

Lead Responsibility: SU VP Welfare, Democracy and Equality Department

Completion Date: September 2019

6.6 Lesbian, Gay, Bisexual and Transgender (LGBT)

Lesbian, Gay, Bisexual and Transgender (LGBT) Equality

Activity

Promote BU as Stonewall Global Diversity Champion and make a submission to the UK Workplace Equality Index during September 2019. Undertaking this work will enable BU to measure progress on lesbian, gay, bi and trans inclusion in the workplace.

Lead Responsibility: Equality and Diversity Service with support from staff within Faculties and Professional Services

Completion Date: September 2019

6.7 Legislative Compliance

Legislative Compliance

Activity

Provide support to equality and diversity aspects of the BU 2021 Research Excellence Framework submission.

Lead Responsibility: HR and Equality and Diversity Service

Completion Date: Throughout 2018/19

Activity

Promote the refreshed Equality and Diversity at work e-learning resource to BU staff

Lead Responsibility: Equality and Diversity Service

Completion Date: Throughout 2018/19

Activity

Work with staff in IT Services to publish an updated version of the BU web accessibility guidelines.

Legislative Compliance**Lead Responsibility:** Equality and Diversity Service, IT Services**Completion Date:** July 2019**Activity**

Ensure the availability of student and staff equality data responds to the requirement of GDPR legislation.

Lead Responsibility: Human Resources, Equality and Diversity Service, Legal Services**Completion Date:** September 2019