

## Equality, Diversity & Inclusion Staff Annual Monitoring Report 2019/2020

### Context

2019-20 has been a unique and challenging year for the University with COVID-19 disrupting nearly every aspect of our institution. The disproportionate and evolving impacts of the pandemic on different groups of people and the Black Lives Matter protests over the summer raised awareness of existing inequalities across our society and highlighted the multitude of identities, situations and communities that make up our workforce. As we navigated these uncertain times, the University maintained a people-centred and intentional focus on achieving equality, advancing diversity and fostering inclusion.

The Equality, Diversity & Inclusion (EDI) Delivery [Plan](#) provides a framework to accelerate our approach in the following areas to ensure that the University provides a positive experience for the diverse range of people who make up our staff community (information relating to the diversity of our staff is provided as Annex A):

- We will attract, develop and retain a diverse range of talented individuals who will be respected and valued for who they are.
- We will identify, challenge and address barriers to inclusion within our policies, practices and structures, and build accountability across the organisation.
- We will build and sustain an inclusive working environment that will support, respect and celebrate individual differences.
- We will build positive and mutually beneficial relationships with the local community in the city of Bristol and beyond, building confidence and trust in the University as an employer and ensuring that all diversity and inclusion initiatives and outcomes are shared with all key stakeholders.

Our work is also aligned with the framework set out in the Equality Act 2010 (see Annex B) and is anchored in the duties set out in the Act that require us to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Staff Inclusion Team initiates a range of activity to drive the cultural and structural change that is required to build a diverse and inclusive University community where people from the broadest possible range of backgrounds can reach their full potential and thrive at work. This report outlines the actions taken during academic year 2019/20. Please note that this report should be read in conjunction with the [University Annual Report](#).

## Summary of key achievements during 2019/20

### Governance and accountability

We established a [model for executive accountability](#) where members of our senior team are responsible for key areas of equality. At the University of Bristol, our institutional champion for Equality, Diversity and Inclusion is our DVC & Provost Professor Judith Squires with other members of the Executive Group taking responsibility for championing discrete areas of equality.

We have overhauled our governance of this important area with the introduction of a Trustee Chaired, [Equality, Diversity and Inclusion Oversight Committee](#) to provide assurance around the University's approach to Equality, Diversity and Inclusion and to support the development of long-term governance arrangements for EDI.

Our [EDI Delivery Plan](#) was launched in Autumn 2019 to support our collective ambition set out in our University-wide People Plan to build a diverse and inclusive University community. The plan encompasses all key equality objectives planned for the coming three years and is a supporting document to this summary report.

We reframed our approach to equality impact assessments and created the [Learn, Act, Measure model](#) to ensure our colleagues are equipped to fully embed inclusion into any decisions, policies or activities that may impact on people. Alongside this, we published [guidance on the implications for decision-making during the COVID-19](#) pandemic within the context of the multitude of identities, situations and communities that make up our university.

### Anti-racism activity

We have developed an **institutional commitment to anti-racism** that acknowledges the structural, systemic and everyday racism that exists in our wider society, and that publicly commits to intensify our efforts to:

- Improve the representation, progression, experience and success of our minority ethnic staff and students
- Eliminate the difference in degree attainment (1<sup>st</sup> and 2:1) between our Black, Asian and Minority Ethnic (BAME) and White students
- Critically evaluate our policies and practices to remove any potential for racial inequality and racial bias
- Provide increased transparency about how we tackle racial harassment – building increased trust and confidence in reporting mechanisms and demonstrating a willingness to listen and act

- Continually challenge ourselves to create a level playing field for everyone in our University community regardless of race, ethnicity or cultural background
- Work in partnership with stakeholders across our city to tackle racial discrimination and support culturally diverse communities within the university and wider city region.

As part of our response to the Black Lives Matter protests, the senior leadership team announced the establishment of a new **Anti-Racism Steering Group**. The Group, co-chaired by our DVC & Provost Professor Judith Squires and our Head of Research Development (UK) Dr Jane Khawaja, aims to help the University develop strategies and take action to address potential for individual, cultural and structural forms of racism across our institution. The Group will:

- Generate ideas on how we might tackle individual and systemic forms of racism and identify priorities for action;
- Identify racial biases in policies, practices and procedures and suggest changes to eliminate racial bias;
- Help to shape innovative approaches to empowering all members of our University community to take action, prevent racism and to speak out when it occurs; and
- Establish work streams or sub-groups as required to drive forward outcomes in specific areas.

Workstreams identified are:

- Civic and Research Engagement
- Governance
- Naming
- Staff Recruitment and Support
- Student Recruitment and Support
- Teaching and Learning

Leads for each workstream will be identified and they will work with a diverse range of stakeholders to identify structural barriers and work towards making necessary changes.

We formally requested that the government introduce an amendment to existing provisions in the Equality Act relating to direct discrimination. This amendment aims to enable specific ethnic groups to be treated more favourably in employment than other ethnicities where we reasonably think that the specific ethnic group experiences disadvantage. It would also provide clarity and reassurance to employers in terms of what is and is not permissible by law to improve representation of specific ethnic groups in all levels of employment where they are currently under-represented. Ultimately, an amendment of this kind would support all employers to take a flexible, evidence-based and focused approach that would actively seek to level the playing field and minimise barriers to employment experienced by different ethnic groups. We are awaiting a response. Read more about the campaign in [this Bristol 24/4 article](#)

We continue to work collaboratively with all public sector organisations across the city as a member of [Bristol's Race Equality Strategic Leaders Group](#), and as part of a city-wide approach to collectively tackling race equality issues. As well as monitoring progress, we are working to ensure that significant changes and improvements are delivered through partnership initiatives, sharing learning, resources and good practice to ensure we achieve greater diversity and equality within our organisations.

We arranged access to specialist counselling support from [Nilaari](#) for our Black, Asian and minority ethnic staff.

## Apprenticeship opportunities

In January 2020 the successful launch of a new [University apprenticeship scheme](#) demonstrated that the institution can reach out effectively to underrepresented communities within the city of Bristol, employing a new approach to advertising and support for potential applicants that led to greatly improved diversity in this important entry level for new recruits. This is also helping ensure that we realise our full potential as a civic university. Trainee roles under this scheme are open to everyone and offer an entry into careers in professional services, allowing individuals to gain a qualification while earning a salary above the Living Wage and helping to close skills and disparity gaps across the region.

## Stand Up, Speak Out

[Stand Up, Speak Out](#) provides a vehicle for coordinated and targeted development to enable colleagues to better understand how their own behaviours and attitudes can influence the inclusiveness of our culture or reinforce a culture of exclusion. 2020 saw the introduction of a newly developed on-line programme that encompasses unconscious bias, microaggressions and active bystander techniques to help drive the necessary culture change across our staff community.

The University has a network of Acceptable Behaviour [Supporters](#) who are volunteers trained to provide an informal advisory service to staff experiencing unacceptable behaviour, bullying or harassment at work. They can also support staff who are facing allegations about their own behaviour.

## EDI Conference

Our inaugural EDI Conference – Building an Inclusive Environment - was held in November 2019. Over 150 staff came together to learn, connect and explore ideas to create a diverse and inclusive community). Speakers included Dr Jason Arday, Assistant Professor in Sociology, Durham University (*...And the Song Remains the Same: Prioritising Racism in Higher Education*); Matt Jacobs, PhD Candidate, University of Bristol (*Privilege at the Intersection of Race, Gender and Class*); Lizzie Yardley, Chartered Occupational Psychologist, Pearn Kandola (*Identifying and challenging micro-behaviours*); and a rousing performance from our EDI Choir.

## Inclusion Forum

With 175+ active members, the Inclusion [Forum](#) continues to mobilise people to positively disrupt the status quo and has quickly become a vehicle for sharing good practice, connecting people and embedding EDI across our organisation. Established as a grassroots movement for colleagues who are passionate about EDI it is driving real change from the bottom up, and continues to provide a space where colleagues can connect with each other to share successes and challenges through meetings and through our digital platform.

## Staff Networks

Our staff [networks](#) continue to provide a safe space for colleagues sharing particular circumstances or characteristics to connect with others and challenge organisational practices to create a more inclusive working environment. Based on annual reports received from our network chairs for 2019/20, 840 members of staff belong to the following range of staff networks: BAME Staff, LGBT+ colleagues, staff who may be childless due to infertility or circumstance, staff who stammer, and parents and carers. 2020 saw the EDI Choir joining our networks community: originally started as a way to give people a voice around EDI issues, turning these issues into song has proved to be a really powerful way of getting the message across and amplifying people's voices.

The Voice and Influence Group meets periodically where chairs of each network meet with members of the Staff Inclusion Team to share their expertise and ensure an intersectional approach through identifying potential for collaborative working.

## External recognition and memberships

Our **TheirStories** programme won the national Universities Human Resources (UHR) award for an initiative that improved equality, diversity and inclusion, and brought demonstrable improvements to performance or engagement. TheirStories uses personal storytelling from staff across our University as a vehicle for building workplace inclusion, improving employee engagement, challenging bias and developing a culture of belonging. The programme of events has continued and has transitioned to online delivery.

We continued to gain recognition for our work in relation to gender equality under the **Athena Swan Charter**. We now have 10 Bronze awards (including an institutional award) and 6 Silver awards, including a progression to Silver by the School of Earth Sciences, and our second non-STEMM award by the School of Policy Studies (Bronze).

The University became a member of Working Families, the Business Disability Forum and the Employers' Initiative on Domestic Abuse.

<https://www.bristol.ac.uk/inclusion/>

## Annex A

### Information relating to employees who share protected characteristics

#### 1. Age

The age profile of our staff is as follows:

	Under 20	20-29	30-39	40-49	50-59	60-69	70 and over
2010	0.4%	11.9%	30.5%	25.6%	22.0%	9.5%	0.1%
2011	0.3%	11.6%	30.7%	26.2%	22.1%	9.0%	0.1%
2012	0.4%	12.0%	30.9%	26.3%	22.5%	7.6%	0.3%
2013	0.3%	12.5%	31.6%	25.6%	21.7%	8.0%	0.3%
2014	0.2%	12.2%	31.7%	25.4%	21.5%	8.7%	0.3%
2015	0.2%	12.2%	32.2%	25.5%	20.8%	8.8%	0.3%
2016	0.2%	12.4%	32.6%	25.3%	20.3%	8.7%	0.5%
2017	0.1%	12.8%	33.1%	25.1%	20.1%	8.3%	0.5%
2018	0.2%	12.3%	34.8%	24.9%	19.6%	7.6%	0.6%
2019	0.1%	12.8%	35.1%	24.8%	19.0%	7.6%	0.6%
2020	0.3%	15.0%	35.3%	24.4%	18.2%	6.4%	0.4%

#### 2. Ethnicity

Our Black, Asian and minority ethnic staff population includes 4.6% disclosed as Asian/Mixed Asian; 2.4% disclosed as Black/Mixed Black; 2% disclosed as Chinese; 2.8% disclosed as other.

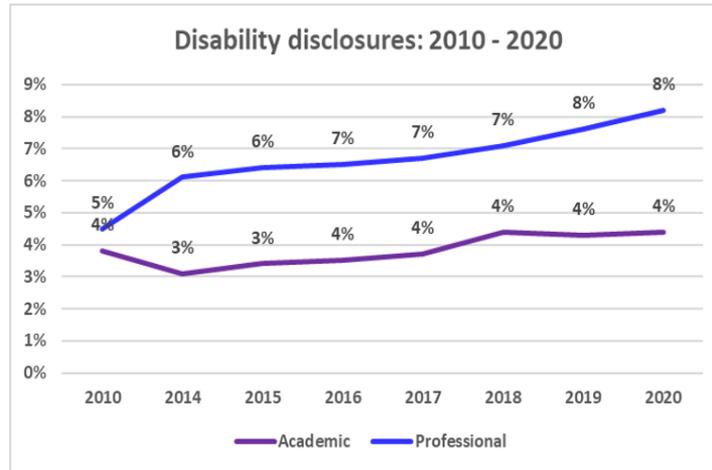
	Percentage of Ethnicity					
	BAME %			White %		
	Female	Male	Total	Female	Male	Total
Academic	14.2%	16.5%	15.4%	85.8%	83.5%	84.6%
Professional Services	9.2%	8.9%	9.1%	90.8%	91.1%	90.9%
University of Bristol	11.0%	12.9%	11.8%	89.0%	87.1%	88.2%

Further monitoring information is available in the Ethnicity Pay Gap [Report](#) that was published alongside our Gender Pay Gap Report in March 2020.

#### 3. Disability

Disability disclosures remain consistent with previous years as set out below.

Disclosure of one or More Disability %	Headcount							
	2010	2014	2015	2016	2017	2018	2019	Current
Academic	4%	3%	3%	4%	4%	4%	4%	4%
Professional	5%	6%	6%	7%	7%	7%	8%	8%
All Staff	4%	5%	5%	5%	5%	6%	6%	7%



#### 4. Gender identity

We continue to encourage staff to disclose their gender identity and monitor disclosure rates in this area.

Disclosed Gender Identity %	Headcount							
	2010	2014	2015	2016	2017	2018	2019	Current
Academic						4%	15%	24%
Professional						6%	24%	32%
All Staff						5%	20%	29%

Disclosure - Different to the gender originally assigned at birth, The same as the gender originally assigned at birth, Prefer not to Say

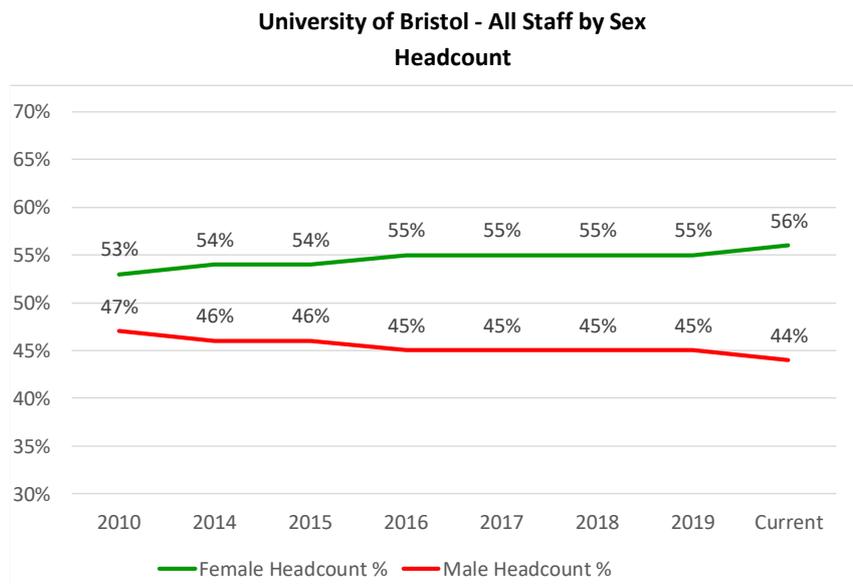
#### 5. Religion and belief

As with previous years, we continue to monitor disclosures of religion/belief, and continue to see an increase in levels of disclosure.

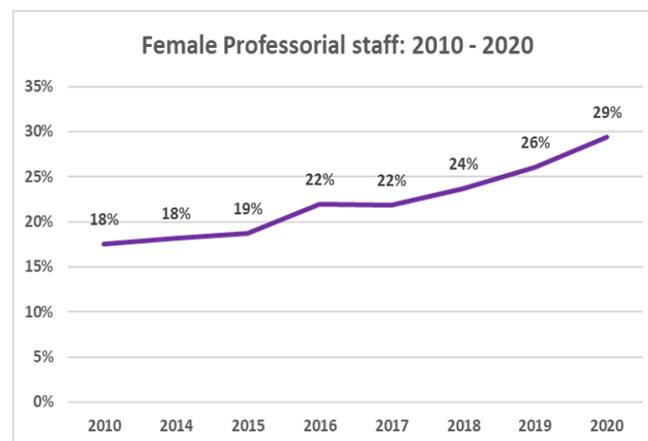
Disclosed Religion or Belief %	Headcount							
	2010	2014	2015	2016	2017	2018	2019	Current
Academic	20%	42%	50%	55%	58%	61%	61%	64%
Professional	20%	37%	43%	49%	54%	59%	65%	68%
All Staff	20%	39%	46%	52%	56%	60%	64%	66%

Disclosure - Buddhist, Christian, Hindu, Jewish, Muslim, Sikh, Spiritual, Any other religion or belief, No Religion, Prefer not to Say

## 6. Sex



Female representation at professorial level has increased by 80% over the last ten years and 30.4% of all Grade M professorial staff are now female. According to latest figures, this is higher than the HE sector benchmark which is 26.1% (25.15% for Russell Group universities).



Further monitoring data is available in the statutory [Gender Pay Gap Report](#) that was published alongside our Ethnicity Pay Gap Report in March 2020.

## 7. Sexual orientation

As with previous years, we continue to monitor disclosures of sexual orientation, and continue to see an increase in levels of disclosure.

	Headcount							
Disclosed Sexual Orientation %	2010	2014	2015	2016	2017	2018	2019	Current
Academic	19%	40%	49%	54%	57%	60%	60%	63%
Professional	19%	36%	42%	48%	53%	59%	65%	68%
All Staff	19%	38%	45%	51%	55%	59%	63%	66%

Disclosure - Lesbian, Gay, Bisexual, Other Sexual Orientation, Heterosexual, Prefer not to Say

## Annex B: activity to support the public sector equality duty

# Equality Act 2010– Public Sector Equality Duty

The University is required to meet three key obligations under the equality act. We demonstrate this through a range of different initiatives and some examples are listed below:

<p><b>Eliminate unlawful discrimination, harassment and victimisation</b></p> <ul style="list-style-type: none"><li>• <i>EDI Policy</i></li><li>• <i>Staff Grievance Procedure</i></li><li>• <i>Guidance on Acceptable Workplace Behaviours</i></li><li>• <i>Stand Up Speak Out initiative</i></li><li>• <i>Report/Support</i></li><li>• <i>Active Bystander workshops</i></li><li>• <i>Unconscious Bias awareness raising</i></li><li>• <i>Enhancing understanding of microaggressions</i></li><li>• <i>Institutional Commitment to Anti - Racism</i></li><li>• <i>Bristol Trans Equality Pledge</i></li><li>• <i>Work to close gender and ethnicity pay gaps</i></li></ul>	<p><b>Advance equality of opportunity between those who share a protected characteristic and those who do not</b></p> <ul style="list-style-type: none"><li>• <i>Athena Swan, Race Charter, Stonewall</i></li><li>• <i>SPIs for gender and race equality</i></li><li>• <i>Returning Carers Scheme</i></li><li>• <i>Reasonable adjustments</i></li><li>• <i>Gender neutral terminology in policies</i></li><li>• <i>Mentoring schemes</i></li><li>• <i>Targeted development programmes – Fli, Stepping Up</i></li><li>• <i>Positive action in recruitment</i></li><li>• <i>LGBT+ Supporters Programme</i></li><li>• <i>Carers Conference Fund</i></li><li>• <i>Equality impact assessments</i></li><li>• <i>Inclusive building principles</i></li></ul>	<p><b>Foster good relations between those who share a protected characteristic and those who do not</b></p> <ul style="list-style-type: none"><li>• <i>BAME Staff Network</i></li><li>• <i>LGBT+ Staff Network</i></li><li>• <i>Parents &amp; Carers Network</i></li><li>• <i>Disabled Staff Forum</i></li><li>• <i>Childlessness Staff Network</i></li><li>• <i>Voice &amp; Influence Group – where all Network Chairs come together</i></li><li>• <i>Staff Inclusion Team Newsletter</i></li><li>• <i>Inclusion Forum</i></li><li>• <i>TheirStories</i></li><li>• <i>Diversity Calendar – involving all staff in events to celebrate occasions such as Black History Month, International Women’s Day, LGBT+ History Month</i></li></ul>
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