

UNIVERSITY OF SUSSEX



EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT TO COUNCIL 2018/19

EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2018/19

November 2019

INTRODUCTION FROM THE VICE-CHANCELLOR

It is a year since we published *Inclusive Sussex*, which sets out our equality, diversity and inclusion strategy.

The *Inclusive Sussex* vision is deliberately ambitious. It is designed to continually challenge us to do better. It is not something we can deliver easily or quickly; it is a seven-year vision for the future we want to create. It is important that we take steps to make lasting cultural change, rather than gestures to tick boxes.

I am delighted to present our annual report for 2018/19 which sets out our progress in delivering our vision of a truly inclusive Sussex.

Professor Adam Tickell



INTRODUCTION FROM THE DEPUTY PRO-VICE-CHANCELLOR



Last year when we published the Equality Diversity and Inclusion Strategy (EDI), *Inclusive Sussex*, we knew that our four goals for an equal, diverse, accessible and flexible Sussex were ambitious and would require a long term commitment.

We recognise that transformation on this scale is challenging and that change takes time. Throughout, we will show kindness and integrity in the way we operate and undertake to treat everyone with dignity and respect.

Activity in 2018/19 focused on laying the foundations to allow us to plan out programmes of work to deliver all four goals. We now have membership of four external accreditation schemes that we aim to gain awards from by 2025.

A particular highlight for me this year was speaking at the STEMM Equality Congress in Amsterdam to promote equality, diversity and inclusion across our community. It gave me the opportunity to share the slot with Sussex research student Daniel Hajas. Daniel was promoting the app he developed at Sussex for blind and visually impaired scientists and it was a privilege to be able to support him in this on a global stage.

I was also delighted that Sussex hosted a meeting of the Network of EDI Academic Leads in July which allowed colleagues across the higher education sector to share best practice and emerging initiatives. Collaboration like this helps improve inclusivity across the sector.

Our focus for the coming year will be ensuring the goals and ethos of the EDI Strategy are reflected within other enabling strategies and ensuring we have actions in place to improve equality and diversity across all areas. Key milestones against the delivery of the strategy in 2019/20 will include establishing the Race Equality Charter Self-Assessment Team to oversee our programmes of work to improve racial equality. We will also publish our updated gender equality action plan as part of our Institutional Athena SWAN renewal and a new Dignity and Respect Policy.

Professor Claire Annesley



**STEMM
Equality
Congress**

October 2018

INCLUSIVE SUSSEX

Equality, Diversity and Inclusion Strategy 2018-2025

In July 2018 we launched *Inclusive Sussex*, our Equality, Diversity and Inclusion (EDI) Strategy for the next seven years. *Inclusive Sussex* is a key enabling strategy within the University's strategic framework *Sussex 2025 - A Better University for a Better World*.

Our vision is to become *Inclusive Sussex*, where all members of our community have equal access to opportunities, experience the University as one that enables them to fully meet their potential, and supports them to make a full contribution to the University. Reducing inequalities and celebrating diversity allows us all to thrive. We can achieve more together than we can apart and making Sussex truly inclusive is everyone's business.

Equality and Diversity Goals

Inclusive Sussex sets out four key goals - equality, diversity, accessibility and flexibility. The strategy pledges to "provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities". It also commits the University to become "a place that celebrates diversity and tolerance" and is "flexible by default".

Equal Sussex

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.

Diverse Sussex

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.

Accessible Sussex

To provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities.

Flexible Sussex

Becoming an organisation that is flexible by default to ensure we are inclusive in everything we do.

EQUAL SUSSEX

To reduce the gap in representation, experience, progression and reward between those with and without protected characteristics.



Race Equality Charter

The University of Sussex joined the Race Equality Charter (REC) run by Advance HE in December 2018. The outcome focused programme is similar to that of Athena SWAN.

The REC will look at the experiences of both staff and students and will cover all areas of the university, including; professional services staff, academic staff, progression and attainment, and curriculum diversity.

A key part of the REC will be hearing a wide variety of staff and student voices. There will be a staff survey as part of the process. The REC Self-Assessment Team will be working closely with the Staff BAME (black and minority ethnic) Network offering an opportunity for staff to share their experiences and to identify solutions and actions they would like the University to consider.

The University's Access, Success and Progress Group has commissioned work on the BAME Student Attainment Gap. The Group is developing a toolkit for Schools to help staff and students work together to identify their School attainment gaps and agree on the actions that will address them. A phased roll out of the toolkit to schools will start in the new academic year. Schools will receive support to ensure they are resourced to take forward the work.

Equality Charter Manager

To support our commitment to the Race Equality Charter, the University has created a dedicated part-time Equality Charter Manager within the EDI Unit to support the University in making an application for an award under the Race Equality Charter.

We are delighted that Ilyas Nagdee, previously the Black Students' Officer at the National Union of Students, was appointed to the role in July 2019. Ilyas will be supporting the Provost who is the Chair of the Self-Assessment Team.



Ilyas Nagdee, Equality Charter Manager

EQUAL SUSSEX

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Athena SWAN Awards

The University is renewing its institutional bronze award in 2019. During 18/19 work has been focused on preparation for the renewal application. All institutional level gender equality actions have been brought together as part of this process including those from our Gender Pay Gap action plan.

The School of Engineering and Informatics successfully renewed its Athena SWAN Bronze Award in October 2018. The School of Life Sciences submitted its renewal application in April 2019.

Gender Pay Gap

In March we published our 2019 Gender Pay Gap Report that showed an increase in the gender pay gap figures from 20.8% to 22.5% for the mean gender pay gap and from 15.3% to 18.2% for the median gender pay gap. One reason for the increase in the gender pay gap figures is the change to the organisation make up. There was a 5% increase in the number of women in the lower quartile pay band with no significant changes in the gender demographics of the other three quartiles.

We have made good progress against the Gender Pay Gap Action Plan. Completed actions included measures to ensure more consistency and transparency within the discretionary pay award processes to help address any unconscious bias within these processes on who receives awards and how much is awarded. We have also supplemented the new unconscious bias training with a further online course on recruitment and selection. This course helps identify the risks of unconscious bias in these processes and how to avoid this. Both courses are mandatory for all staff who are involved in recruitment and selection panels.

We are ensuring that our academic promotions process actively promotes gender equality by redesigning our academic career pathways for teaching fellows and staff on teaching and research contracts. The revised approach ensures that all staff have the same opportunity for promotion and progression regardless of the pathway they choose and can move between those pathways.

A University-wide mentoring framework was launched in June 2018. Schools and Professional Services Divisions can set up their own mentoring schemes open to all. There are currently 24 active mentoring partnerships across University Schools and Divisions with others in development. We ran a joint event with Brighton University in March to celebrate both International Women's Day and Women's History Month that launched a new cross-institution mentoring opportunities for all staff.

EQUAL SUSSEX



Stonewall

In 2018 we joined Stonewall's Diversity Champion Programme and this year we have made our first submission to the Workplace Equality Index.

We will receive feedback on our application in Spring 2020 and we will use this as a baseline for a programme of work to make changes and improvements. Our aim is to become one of Stonewall's Top 100 Employers by 2025.

Trans and Non-Binary Equality Policy Statement

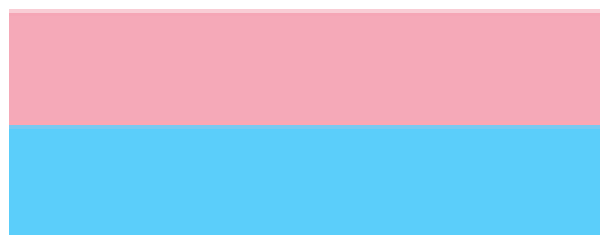
In November 2018 we published a Trans and Non-Binary Equality Policy Statement. The equality policy statement reaffirms that the University will at no time discriminate against people on the grounds of their gender identity or gender expression.

The statement articulates our position on inclusion for trans students and staff that is contained within our policies. It commits the University to treating all employees and students with respect, and seeks to provide a positive working and learning environment for everybody free from discrimination, harassment or victimisation.

Celebrating Trans Identity

The University and partner organisations across the county celebrated a second year of the My Pronouns campaign in March and April as part of Trans Visibility Week. The campaign helped increase understanding about gender identities and improve inclusion for trans and non-binary people in Sussex. A range of badges with different choices of pronoun were distributed across campus.

An informal workshop reflecting on trans experiences was also run as part of Trans Visibility Week. Led by local artist Emma Frankland, it questioned the stories bodies carry and the assumptions placed upon them and reflected on and celebrated trans experience and the politics surrounding trans lives.



EQUAL SUSSEX

Disability Confident



The University joined the Disability Confident scheme in May 2019. We will use the Disability Confident scheme as a framework to shape our approaches to accessibility for our employees. Our goal is to become a Disability Confident Leader by 2025.

This year we trialled the Leonard Cheshire Change 100 scheme and provided an internship for a student with a disability as part of showing our commitment to increasing opportunities. We are looking at ways to develop more targeted student internships to provide opportunities for work experience and skills development.

Case Study on Internships for Students with a Disability

In summer 2018 we provided an internship for a student with a disability through the Change 100 programme. Change 100 is a programme run by Leonard Cheshire which brings together the UK's top employers and talented disabled students and graduates to offer three months of paid work experience. Since its launch in 2014, Change 100 has partnered with over 90 employers across the UK to host interns. Emily Jackson, a fourth-year MSci student in Life Sciences, worked with the EDI Unit over the summer of 2018 planning out the work needed to join the Race Equality Charter and starting a programme of work to apply for an award. Emily said: "The Change100 programme helped me improve my skills and contacts, while helping me understand the impact of my disability in the workplace. It also gave me an excellent basis for the direction I wanted to take after graduation, and the support and guidance I continued to receive from the EDI Unit after my internship was vital for me securing a place on the Civil Service Science and Engineering Fast Stream."



Emily Jackson at graduation in July 2019

In addition to offering another Change 100 internship in the Library this summer, the Careers and Employability Team have hosted a student intern to trial a Sussex internal internship scheme for our students with a disability. A range of internships were on offer over the summer and in response to suggestions from the Students' Union we created an internship that was exclusively for students with a disability. Holly Restrick has been working within the Careers and Employability Team to review various modes of communication for different programmes to provide insight from a student perspective to improve the service and to produce a comprehensive disabled students' careers journey guide. Holly says "The support and understanding from my colleagues and supervisors has helped me to be more compassionate and accepting towards myself, enabling me to be more in touch with how my capacities change and to progress in line with my current abilities. The structure, support and scope of work within this internship has allowed me to progress further and be more consistent in my work, in turn developing self-belief in my abilities."

DIVERSE SUSSEX

To be a place that celebrates diversity and tolerance and fosters good relations in our own and the wider community.

Inclusive Jobs Fair

In June 2019 the University participated in the Equality and Inclusion Partnership jobs fair in Brighton. The jobs fair held in Churchill Square Shopping Centre saw partner organisations in the local public sector services come together to promote the city's public service organisations as employers of choice where individuals can develop interesting and rewarding careers working for fair and inclusive employers. Members of Human Resources Division helped promote the University as a local employer for those who had never considered working for the University.

Black History Month

The School of Life Sciences and Brighton and Sussex Medical School hosted a joint event as part of Black History Month. *'Life and a Career in Science – beyond academic research'* saw nine speakers discuss the different career pathways within the broad world of science and medicine.

The speakers highlighted their routes to their current positions as well as giving an overview of what their roles entail. Speakers included Dr Sarah Collington, Senior Medical Science Liaison at Novartis; Dr Ayana Gibbs, Consultant Psychiatrist and Head of Medical Affairs at Camurus; and Dr Giovanna Lalli, Director of Scientific Affairs at UK Dementia Research Institute.

The purpose of this joint event between BSMS and Life Sciences was to explore the wide range of careers that are possible with a science or medicine background and to showcase speakers from a range of different ethnic backgrounds.

Proud to be Sussex

This February we had a packed programme of events for LGBT History Month. Dr Sharon Webb & Prof Kate O' Riordan shared their work on the LGBT+ history of Sussex at the OUTing the Past Festival of LGBT History hosted at the Brighton Museum & Art Gallery. Since the late 1960s the University LGBT+ Society has acted as powerful lobbying group for a litany of gay rights and broader civil rights issues. The presentation described the political rallies and forms of protest used, including the Society's involvement with Brighton Gay Pride, and considered the Society's impact on campus life and their presence in Brighton more broadly.

Sussex alumnus, Professor Tom Welton OBE CChem FRSC, a Dean of the Faculty of Natural Sciences at Imperial College, gave a talk about his life and career at a number of UK universities. He explored academia and imposter syndrome and reflected on experiences of LGBT issues in Britain during the 1980s, such as Section 28.

The Centre for Higher Education and Equity Research (CHEER) hosted a special panel to discuss how heteronormativity operates in higher education institutions, what its effects are on students, faculty and staff and how to challenge and disrupt it.

Disrupting Heteronormativity in Higher Education

Venue to be confirmed

Panel Speakers:

- Dominic Smithies**
Student Health Programme Manager (Health and Inequality)
Dominic will present the findings of the patient research study on the experience of LGBTQ+ students.
- Sally Munt**
University of Sussex
Professor of Culture/Center Studies (Health and Arts, Sussex Centre for Migration Research, Sussex Centre for Cultural Studies)
- Paul Boyce**
University of Sussex
Senior Lecturer in Anthropology and International Development

About the Seminar
In celebration of the LGBTQ+ month, the Centre for Higher Education and Equity Research (CHEER) - University of Sussex is organizing a special panel discussion under the theme of "Disrupting Heteronormativity in Higher Education".

DIVERSE SUSSEX

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Staff Networks

As part of our delivering a more inclusive and diverse Sussex we actively promote awareness and understanding of a wide range of groups, giving a voice to them to share their perspectives. A key part of this is the establishment of staff networks. Our LGBT Staff Network was established in 2016. During 2018/19 three new staff networks have been established.

The BAME Staff Network offers black and minority ethnic (BAME) staff the opportunity to share their experiences and to identify solutions and actions they would like the University to consider. The BAME Staff Network will also meet socially and hosts events.

The Staff Disability Network provides disabled staff with the opportunity to meet and share their experiences. As part of understanding and addressing the issues faced by our disabled staff, a new Staff Disability Network has been established.

The TransNonbinary Staff Network is confidential and a fully inclusive group, open to all members of staff and postgraduates who identify as transnonbinary. It meets occasionally to discuss and review policy development, as well as organising different events throughout the year.



**UOS
BAME STAFF
NETWORK**

Join us for our first meeting of a newly established BAME Staff Network at Sussex. The BAME Staff Network is for all staff who define themselves as belonging to a minority ethnic group.

Our membership is open to all BAME staff, both professional services and academic, employed by the University.

Contact BAME-Staff@sussex.ac.uk if you are interested in attending

**10 OCTOBER
2018
FULTON
BUILDING:
ROOM 103
12:30-13:30PM**



**UOS Staff Disability
Network**

What? A newly established network for staff with a disability

When? 30th January 2019

Where? Fulton, Room 203, 12:30-13:30pm

Light lunch provided

Come along or contact us at:

staffdisabilitynetwork@sussex.ac.uk

ACCESSIBLE SUSSEX

To provide equal access to excellent learning, research and employment opportunities regardless of physical or unseen disabilities.



Daniel Hajas demonstrating IRIS

STEMM Equality Congress

In October Professor Claire Annesley, Deputy Pro-Vice-Chancellor (Equalities and Diversity) attended the STEMM Equality Congress in Amsterdam to give a talk about the work Sussex is doing to promote equality, diversity and inclusion across our community. Claire shared the speaking slot with Sussex research student Daniel Hajas, who promoted an app for blind and visually impaired scientists.

Daniel shared his unique perspective as a blind scientist and his goal of enabling students like him to pursue their passion for STEMM and open doors to future opportunities. Daniel, a blind theoretical physicist, heads up a small team of scientists from the University of Sussex that founded social enterprise Grapheel, which developed the IRIS app.

IRIS is an application which connects blind and visually impaired scientists to a network of volunteers with experience in different subject areas. While text readers enable visually impaired people access to scientific papers or textbooks, there are no programmes that translate scientific graphs and images into text. With IRIS, a person can upload an image from their course, a piece of research or website, and volunteers with expertise in that subject area provide a subject-specific description of that image. The description is then returned in a fully accessible form, making sure nobody is left in the dark.

In his speech Daniel echoed this message by calling for STEMM experts to become ambassadors to encourage the experts in their organisations to sign up as volunteers in the IRIS network. Commenting on the conference, Daniel said: "It was fantastic to share Grapheel with Congress members and see their enthusiasm for the project. We are really pleased to launch IRIS to the scientific community and reduce barriers in accessibility to science."

Campus Accessibility

Accessibility work completed on campus included automated doors in JMS and BSMS. The pavements by Sussex House and BSMS have been widened. An improved pathway has been laid between Kent House to Northfield, alongside improvements to the steps up to Northfield.

Following feedback from the Campus Accessibility Forum, Sussex Estates and Facilities created a webpage dedicated to reporting accessibility impacts on campus. The page records any current, or expected, service outages or maintenance works that may affect campus users, e.g. relating to lifts, auto doors, pathways. It is regularly updated with information from the Service Centre, Facility Managers and Service Managers.

FLEXIBLE SUSSEX

Becoming an organisation that is flexible by default to ensure we are inclusive in everything we do.

Flexible Working

Last summer our relaunched flexible working procedure ensured that all recruitment from Oct 2018 advertises roles as open to flexible working options within any job specific constraints.

Flexible Working Policy is cited as best practice

The Women and Work All-Party Parliamentary Group (APPG) is a cross-party group that constructively examines the role of women in the workforce, bringing together Members of Parliament and interested stakeholders (including the University of Sussex) to consider the role that employers, policy makers, and others can play in delivering gender balance within the economy. In January 2019 it published its annual report for 2018 alongside a toolkit of practical suggestions, hints, and tips for employers wishing to improve their recruitment process and attract and recruit more women.

The report, “How to Recruit Women for the 21st Century”, highlighted our approach at Sussex for offering all roles as open to flexible working unless there was a good business reason not to as a good way to encourage more women applicants to a wider range of roles at all levels.



L-R: Claire Annesley, Lenny Rolles, Beatriz Lacerda Ratton, Alice Ingall and Anna Ford at the launch of the APPG report in Parliament.

Case Study on Flexible Working

The report from the Women and Work APPG includes a case study of two Sussex Media Relations Managers who work in a job share. Alice Ingall and Anna Ford have different and complementary backgrounds; together, their professional experience of over 20 years spans a spectrum of journalist contacts and media styles, meaning that academics and students can tap into a wide range of expertise.

Anna and Alice were each keen to continue working at the same high level as they had done before having children, but within part time hours, and an agreement was reached for the role to become a job share.

A weekly in-person handover, as well as a separate written handover, is fundamental. The two are also in regular contact throughout the week and frequently have evening phone catch-ups.

FURTHER INFORMATION

Key Statistics

Each year the University publishes [equalities information](#) relating to the protected characteristics of its staff and students, which it currently holds and which does not risk individuals being identified. The latest information was published on the University's website in 2019 and is based on information as at 1 December 2018.

Equality, Diversity and Inclusion Unit

The Equality, Diversity and Inclusion Unit is responsible for promoting, co-ordinating and embedding equality, diversity and inclusion across the whole university community. The Unit is part of Human Resources Division and is managed by Jackie Rymell. The work of the EDI Unit is overseen by Professor Claire Annesley, Deputy Pro-Vice-Chancellor (Equalities and Diversity).



Contact Us

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