

Equality, Diversity and Inclusion Annual Report

Executive Summary

1. A significant volume of activity to advance EDI has taken place over 2022/23, with resultant progress being evidenced by the information set out below (**Appendix 1** data available on request)
2. In June 2023, the Equality, Diversity and Inclusion Committee (EDIC) considered the staff workforce profile (comprehensive data attached). Key points included:
 - The university has a higher female (57%) than male population.
 - 33% of staff are Black, Asian or ethnically minoritised, however within the senior staff grades this lowers to 21%. This is in part due to the predominantly white professorial population.
 - 12% of staff have now declared that they have a disability, compared to 8% in 2022, this follows work by People Services to improve the collection of this data.
 - The majority of staff at DMU are aged 30-49, the proportion of staff over 50 has decreased, potentially due to some colleagues taking early retirement as part of the voluntary severance programme.
 - There are fewer females in higher academic grades (H/I), but a higher proportion in Senior Executive roles.
 - Black, Asian or ethnically minoritised colleagues are overrepresented in grade B (professional services) and grade F (academic) roles and have lower representation in grade H professional services and grade I academic roles (Associate Professors).
 - There has been a proportional increase in Black, Asian or ethnically minoritised academics in grades F and above and in Black, Asian or ethnically minoritised professors over the past year which has contributed to DMU being the first university to earn the silver Race Equality Charter Mark.
 - The workforce report was presented to University Leadership Board and the People and Culture Committee in June 2023. Leaders across the university, supported by the business partnering teams will continue to shape and develop their workforce profiles and use the data within this report to highlight areas for improvement and development.
3. In June 2023, the Equality, Diversity and Inclusion Committee (EDIC) considered the student workforce profile (comprehensive data attached). Key points included:
 - The proportion of mature students at DMU grew from 15.5% in 2019/20 to 20.8% in 2021/22 (+5.3%).
 - Twenty per cent of the population of students at DMU identify themselves as disabled. as disabled.
 - The proportion of students at DMU from Black, Asian or ethnically minoritised backgrounds has increased slightly from 53.0% to 54.6% between 2019/20 and 2021/22.
 - DMU's Black student population has seen the biggest growth between 2019/20

- and 2021/22, from 18.5% to 20.3%.
- DMU has a larger proportion of students from disadvantaged backgrounds compared to the sector average.
4. Another priority for the EDI committee includes a further investigation into the over representation of Black, Asian or ethnically minoritised students in DMU's student disciplinary cases of bad academic practice and academic offences for the calendar year 2022. A task and finish group has been established to look at data presented and the student journey for expulsion, which will be reporting back to EDIC in November.
 5. **Policies:** Protecting our staff and students to feel safe and secure on campus, student policies, and policies that impact staff-to-student behaviours and relationships have been introduced or updated to reflect sector guidance. Specifically, HR policies such as the staff-to-student relationship policy, menopause policy and the domestic abuse policy have been updated.
 6. **Event series:** We have supported staff to understand, advance and take action on Equality, Diversity and Inclusion through celebration months including Black History Month (October), Disability History Month (mid-November to mid-December), LGBTQ+ History Month (February) and International Women's Day (March). A number of other events, including training and development activities have also been held, alongside Staff Network activity.
 7. The implementation of **ULB Champions** for EDI has been completed, facilitating further consideration of Equality, Diversity and Inclusion within senior decision making:
Disabled Staff and Students: Mel Fowler and Simon Oldroyd
LGBTQ+ staff and students: Jill Cowley and Shushma Patel
Race Equality: Katie Normington and Bridget Donoghue
Women's/Gender Equality: Nikki Pierce and Richard Greene
 12. **Intersectionality training** for Network chairs and ULB Champions is in development and will be launched in the new academic year. Training and workshops will be delivered by Dr Arun Verma, with dates still being confirmed.

E Notable characteristic-specific work and activity delivered in 2022/23

Disability related work

13. **Disability Confident:** The university renewed its Disability Confident Level 2 Employer award in August 2022.
14. **Disability and Wellbeing Staff Network (DAWN):** DAWN celebrated Disability History Month with a month-long programme of events over November and December 2022, supporting staff and students and raising the profile of unseen disabilities. Planning for 2023's programme is underway.
15. The DaWN co-chairs offered a briefing to DMU's Extended Leadership Team (ELT) on supportive line management approaches that empower staff with disabilities.

Ethnicity and race related work

16. **Race pay gap:** For the pay period containing the 'snapshot' date of 31 March 2022, MU has a mean race pay gap (RPG) of 5.8% and a median RPG of 0.0%. This shows a small increase from last year's reported mean RPG figure of 5.2%, and a continued median RPG of 0%. The above figures are subject to caveat as DMU does not yet have a 100% disclosure rate in terms of race and ethnicity, although this is improving over time and is now at 95.3%. Therefore, the figures are based on available data. DMU takes ongoing measures to encourage higher rates of disclosure of race and ethnicity among its workforce.
17. **Race Equality Charter:** The university successfully received the first Silver Race Equality Charter (REC) award. DMU is the first and currently the only university to be awarded a silver award by Advance HE (April 2023)
18. The original submission deadline was October 31st 2022.
19. Feedback provided by Advance HE on the REC submission:
 - Commented on the quality and quantity of the data.
 - Clear strategic oversight by senior leaders.
 - The appointment of Fair outcomes champions, Executive Officer EDI, and Policy, Projects and Communications Officer EDI shows the commitment DMU has to forward race equality.
20. Key challenges identified in the REC relate to declining levels of Black applicants, higher levels of non-continuation for some BAME groups, continued degree awarding gaps and variations in employability and highly skilled employment rates between different groups of students. Staff data is being produced and will be considered over the coming months. These issues are addressed as part of our Silver REC action plan and progress against the action plan will be reported to the University EDI committee twice a year.
21. The Silver award is for five years, with a review at the halfway mark, before a further submission. Establishing the governance and activity of Race Equality Charter action plan workstreams, which will further embed consideration of diversity in decision making is currently in progress.
22. To support the implementation and governance of the action plan the full REC SAT will meet twice a year to review overall progress, identify risks to progress and support implementation or appropriate amendments to the plan.
23. **Decolonising DMU (DDMU):** DDMU Fair Outcome Champions will be recruited to progress decolonising activity. Ensuring student attainment and achievement is based on merit, the Decolonising DMU (DDMU) and Centre for Academic Innovation and Teaching Excellence (CAITE) teams developed a toolkit, alongside 22 programmes to support staff in their teaching and learning in relation to the reducing the awarding gap.

Gender related work

24. **Gender pay gap:** DMU published its gender pay gaps (GPG) in March 2023. For the pay period containing the 'snapshot' date of 31 March 2022, DMU has a mean GPG of 9.9% and a median GPG of 8.5%. There has been a downward trend since we began reporting

in 2018, when the mean gap was 15% and the median gap was 23% (using 2017 data). We have remained consistent with last year's reported mean GPG figure of 9.9%, and continue to compare favourably with the rest of the HE sector – UCEA's pay gap benchmarking tool shows that the mean pay gap for other HE institutions in England is 13% (based on 2021/22 data available at January 2023).

25. Despite the unchanged mean GPG, the median GPG has risen marginally since last year, and this has been driven by the median pay for men increasing in 2022 whereas the median for women stayed the same. Nonetheless, again we compare favourably with the median for the rest of the sector in England, which is 11.1%. The work of the Pay Gap Task Group is reporting to the EDI committee.
26. **Athena Swan:** Work on renewing the institutional Athena Swan submission is underway, under the co-chair leadership of Deputy Vice-Chancellor Richard Greene (Women/Gender Equality ULB Champion), and Souad Moufty representing DMU Women/Gender Equality network. Undertaking Athena Swan (gender equality) charter mark self-assessment process will deliver an active discussion around gender equality and develop actions so that staff understand what is required to advance diversity and inclusion. The self-assessment team has been developed and has met two times since May. The self-assessment team has been instructed to analyse specific relevant parts of the data to support the writing of the application form by the end of October. A gender equality survey was run between June and July, with a 25% response rate of 667 (65.7% female, 32.4% male). The survey results will be used to inform the action plan of the submission. The final deadline for submission is 31 May 2024.
27. In relation to Athena SWAN 'departmental level awards', Allied Health Sciences were awarded a bronze award in September 2023. All schools in Health and Life Sciences now successfully hold an Athena Swan bronze award.
28. Celebrating International Women's Day, and building on the 2022 programme, a month-long programme of events took place through March 2022. This included talks, transnational education partner events, panel discussions, exhibitions, sports, and opportunities to network and engage.

LGBTQ+ related work

29. **DMU Pride** is took place throughout February. An exciting programme of online and in-person events was scheduled and accessible via the Pride microsite:
<https://www.dmu.ac.uk/events/pride/index.aspx>
30. **Stonewall:** DMU received a gold award from Stonewall in the 2023 Workplace Equality Index, being ranked 27th in their Workplace Equality Index UK, with a further ranking of 3rd place in education, 9th amongst organisations with 1500 - 5000 employees, 1st amongst employers with headquarters in the East Midlands and 10th amongst employers operating in the East Midlands. Work on the 2024 submission is underway and will be submitted by 29 November 2023.

Religion and belief related work

31. Supporting all faiths, a communications plan has been delivered over the last year which has recognised and marked many days that are important to the diversity of faiths and religions represented on campus and across Leicester.

F Assurance

32. The university holds four externally accredited charter marks: the Race Equality Charter (the first HEI to be awarded silver in 2023), Athena Swan, Stonewall and Disability Confident. Application to the charters is a forensic process and awards provide assurance that the university is making progress.
- i) **Equality, Diversity and Inclusion Committee (EDIC):** EDIC notes are now routinely received by ULB, strengthening the governance of EDI work across DMU.
 - ii) **Mandatory training:** Revised mandatory equality, diversity and inclusion training has been developed for staff in collaboration with MeLearning. This DMU specific training builds upon the previous training, and brings this up to date, in a more bespoke DMU context. This will be available on LearningZone in the next couple of months.
 - iii) **Equality impact assessments (EIAs) and equality prompts forms:** 31 EIAs were received and advised upon, and 34 equality prompts forms for course validations were received and advised upon from October 2022-23. In a number of cases, EIAs are either not completed or submitted in retrospect if the EDI team are not aware of policies and projects that are started/updated. We need increased overview of the policies that are being worked on across the institution to ensure they are EIA approved. This will be reviewed in conjunction with the KPMG audit report and addressed in the EDI audit action plan.

G Governance and management of Equality, Diversity and Inclusion activity

- i) KPMG carried out an audit of EDI in May 2023. The outcome of this audit was partial assurance with improvements required. This rating primarily related to issues of governance arrangements that have now been addressed. The auditors noted as good practice the following:
- Governance structure for Equality for All updates
 - The EDI team that offers expert support and guidance
 - The staff networks and the ULB Champions
 - The EDI committee and the connection between this and the faculty EDI meetings
 - The Equality for All action plan

H Risk, environmental and sustainability impact analyses

Risk

33. Failure to adequately meet our requirements under the Equality Act present legal and reputational risks. Failure to provide an inclusive environment that delivers equitable

outcomes for all groups of staff and students poses a risk to business sustainability and conditions of regulation. The actions set out in this paper mitigate against those risks.

Environmental and sustainability

34. No new risks emerge through the information and proposals presented in this paper.