

EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2014- 2015: Staff

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Introduction from the Vice Chancellor

I am delighted once again to present the University's Annual Report on Equality, Diversity and Inclusion for 2014-2015. Over the last year, we have focused on improving the co-ordination of our various initiatives to promote equality and diversity, under the oversight of the EDI Advisory group which I chair. We have also appointed two EDI Advisers (one focusing on staff, the other on students, and working closely together). As we draw to the end of the first year of our new EDI Strategy and Objectives, this increased effort and focus is bearing fruit: greater visibility through the enhanced EDI website, programmes of events and a regular newsletter to promote awareness, as well as continuing engagement with Athena SWAN and other Higher Education equality charters.

There is still more to be done to make Oxford Brookes a place welcoming and inclusive community for all people, whatever their gender, age, race, sexual orientation or gender identity, disability, religion or belief.

I am especially pleased that Professor Anne-Marie Kilday has agreed to take on the important task of overseeing the new portfolio for enhancing the staff experience which will include equality, diversity and inclusion.

The report sets out our headline equality-related data which supports our evidence-based approach to monitoring. Whilst the University enjoys a diverse profile, this has remained relatively static over the past few years and greater consideration needs to be given to recruitment strategies to increase the diversity of our staffing to reflect the composition of our student body and the wider communities which we serve.

The report describes the progress which has been made towards achieving the objectives we have set for ourselves, and also highlights the continuing excellent work across a spectrum of activities which have contributed to making Oxford Brookes a lively and stimulating working and learning environment for our diverse community of staff, students and collaborative partners.

I hope that you will find this report both interesting and informative, and a celebration of the rich and diverse communities that make up Oxford Brookes University.

Professor Alistair Fitt
Vice Chancellor
March 2016

Headline Statistics 2014 - 2015

We monitor staff against all the “protected characteristics” as defined in the Equality Act 2010¹. Efforts have been made over the last few years to encourage staff to disclose diversity data and staff can now update their diversity profile on the new HR Portal. This has resulted in slightly fewer “unknowns” but the broad diversity profile of the University has nevertheless remained stable since 2010, although some groups have seen a small increase in representation. This underlines the importance of the new EDI Strategy and Objectives in communicating better the University’s commitment to EDI.

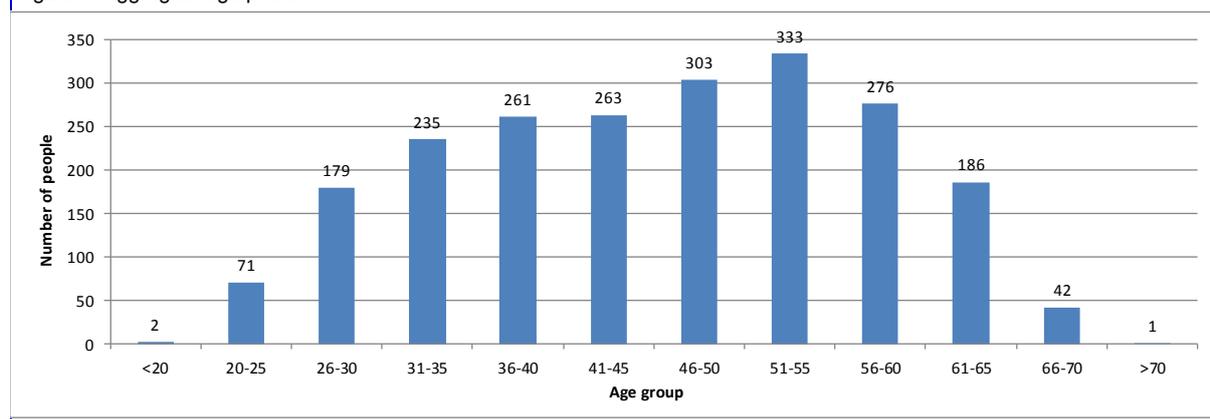
The following data are for regular staff as at **31 July 2015** (data for the HE sector as a whole are for the academic year 2013/14²). It does not include Associate Lecturers or casual staff.

Age:

Overall, the age profile of the University continues to be skewed to an older workforce with a modal age group of 51 -55 (the faculties and OBIS stand out especially as having a noticeably older workforce). Nationally, the modal age group in the HE sector is 31-35. Only 11.7% of staff are under 30 years of age compared with 16.9% in the UK (and 17.3% for England).

	< 20	20-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	>70
Faculty of Business	1.4%	6.4%	7.3%	12.4%	11.5%	16.1%	14.2%	17.4%	11.0%	2.3%		
Faculty of Technology, Design and Env.		1.1%	5.3%	6.7%	14.1%	15.6%	17.3%	9.5%	11.0%	3.5%	0.4%	
Faculty of Health and Life Sciences		2.2%	6.4%	11.9%	10.8%	11.9%	18.3%	12.2%	7.8%	1.4%		
Faculty of Humanities and Social Sciences		1.4%	4.5%	9.0%	16.7%	14.2%	12.2%	16.7%	14.9%	8.3%	2.1%	
Association for Learning Technology			25.0%	50.0%	25.0%							
Directorate of Academic and Student Affairs		7.1%	12.9%	17.1%	15.7%	7.9%	11.4%	10.7%	12.1%	5.0%		
Corporate Affairs		4.5%	9.7%	18.7%	11.6%	15.5%	16.1%	7.7%	8.4%	5.8%	1.9%	
Estates and Facilities Management	0.3%	6.9%	11.3%	11.6%	8.8%	11.3%	11.0%	12.9%	12.9%	10.3%	2.8%	
Finance and Legal Services		10.1%	5.8%	13.0%	10.1%	17.4%	8.7%	14.5%	14.5%	5.8%		
Human Resources		7.3%	15.9%	15.9%	13.0%	7.3%	7.3%	20.3%	8.7%	4.4%		
Learning Resources	0.9%		11.8%	8.2%	7.3%	6.4%	14.6%	16.4%	19.1%	12.7%	2.7%	
Oxford Brookes Information Solutions		1.0%	11.7%	7.8%	8.7%	12.6%	20.4%	21.4%	9.7%	5.8%	1.0%	
Senior Management Team				13.3%		6.7%	6.7%	40.0%	33.3%			
Students' Union		5.6%	22.2%		27.8%	5.6%	11.1%	5.6%	5.6%	16.7%		

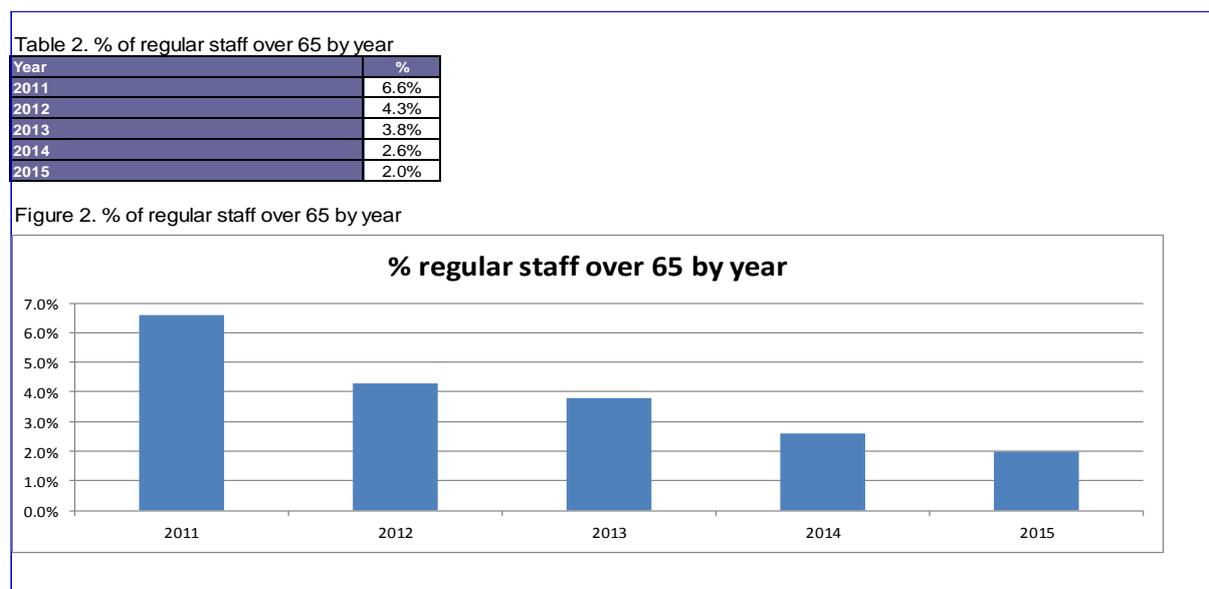
Figure 1. Aggregate age profile



¹ Protected characteristics under the Equality Act 2010 are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief (including lack of belief), sex and sexual orientation.

² Equality in higher education: statistical report 2015, Equality Challenge Unit.

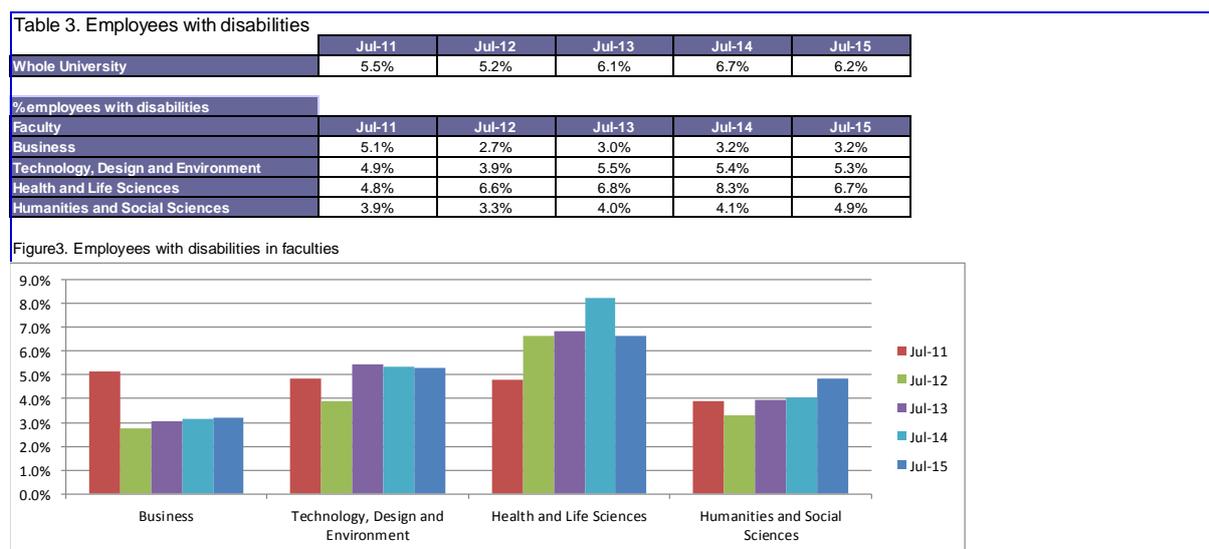
However, despite the removal of the Default Retirement Age in 2011, the proportion of staff aged over 65 is continuing to decline (this is consistent with the national figure of 1.9%).



Disability:

The proportion of employees who identify as disabled has remained above 6% (6.2% in 2015 compared with 6.7% in 2014), with the Directorates generally employing a higher proportion of disabled people. This may partly reflect the support provided to staff with disabilities in recruitment and employment, especially through the Two Ticks Scheme, as well as increasing confidence amongst staff to declare a disability. Whilst this is higher than the sector average of 4.2%, this still falls short of the national picture where 16% of people of working age are estimated to be disabled³. (Only half of disabled people of working age are in employment, compared with 80% of non-disabled people.)

A key feature of the Estates Strategy is to improve the physical accessibility of our campuses as an integral part of any future refurbishment.

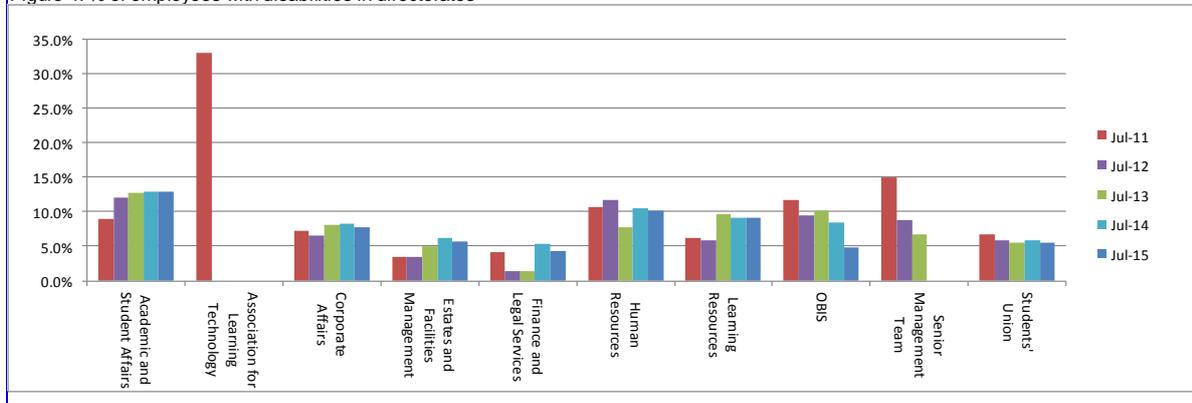


³ Papworth Trust: Disability in the UK 2014: Facts and Figures.

Table 4. Employees with disabilities in directorates

Faculty/Directorate	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15
Academic and Student Affairs	9.0%	12.0%	12.8%	13.0%	12.9%
Association for Learning Technology	33.0%	0.0%	0.0%	0.0%	0.0%
Corporate Affairs	7.3%	6.6%	8.1%	8.3%	7.7%
Estates and Facilities Management	3.5%	3.5%	5.0%	6.1%	5.6%
Finance and Legal Services	4.2%	1.4%	1.4%	5.3%	4.4%
Human Resources	10.6%	11.7%	7.8%	10.5%	10.1%
Learning Resources	6.2%	5.9%	9.6%	9.2%	9.1%
Oxford Brookes Information Solutions	11.7%	9.5%	10.1%	8.4%	4.9%
Senior Management Team	15.0%	8.7%	6.7%	0.0%	0.0%
Students' Union	6.7%	5.9%	5.6%	5.9%	5.6%

Figure 4. % of employees with disabilities in directorates



Gender:

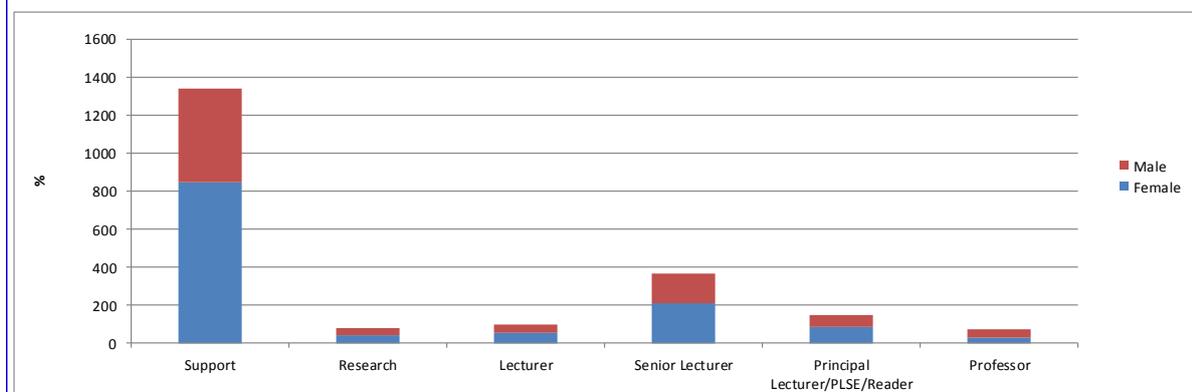
The proportion of women and men in the workforce at Brookes has remained stable since mid-2010 at around 60% and 40% respectively. This is slightly higher than the Higher Education sector as a whole⁴, where the proportion of women is c.54%. At Brookes, there are more women than men in all staff groups except for Professors, where women make up 45.1%, although this is an increase from 37.3% in 2014. Nationally, women make up just 22.4% of the professoriate.

Table 5. Gender profile by staff group

Staff group	Female	% of staff in group	Male	% of staff in group	Headcount
Support	847	63.4%	490	36.6%	1337
Research	42	51.9%	39	48.1%	81
Lecturer	54	56.8%	41	43.2%	95
Senior Lecturer	210	57.7%	154	42.3%	364
Principal Lecturer/PLSE/Reader	86	57.3%	64	42.7%	150
Professor	32	45.1%	39	54.9%	71
Total	1271	60.6%	827	39.4%	2098

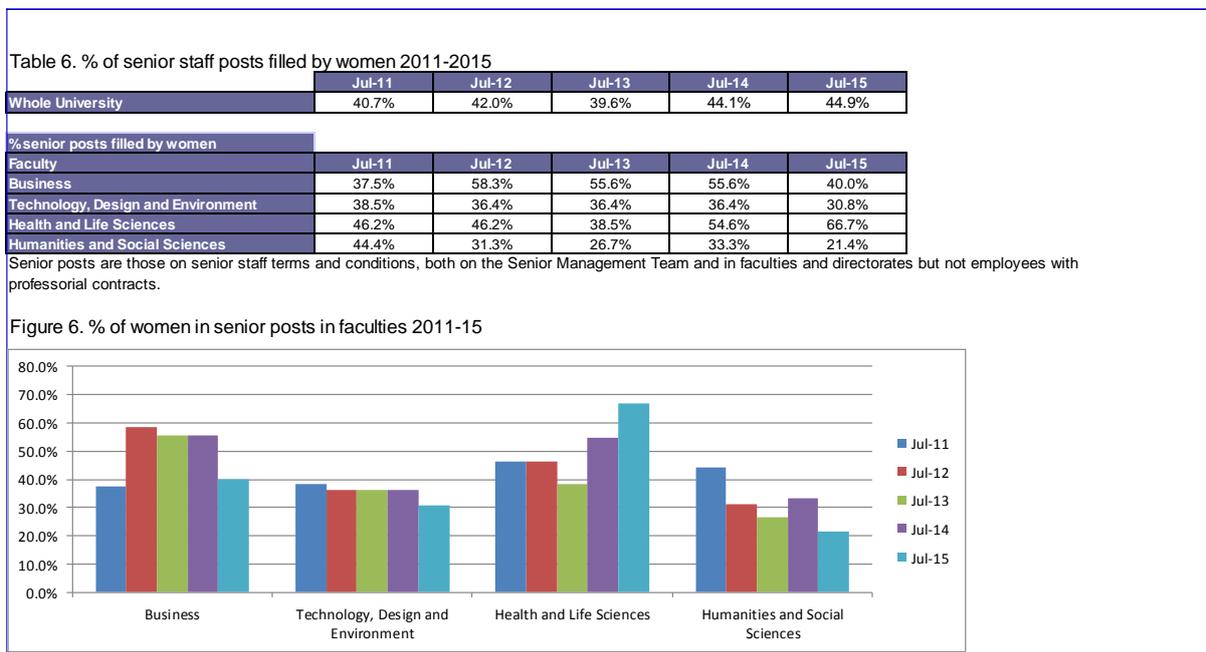
Notes: This table excludes senior staff and teaching staff who are not on the standard Lecturer, Senior Lecturer or Principal Lecturer grades

Figure 5. Gender profile by staff group

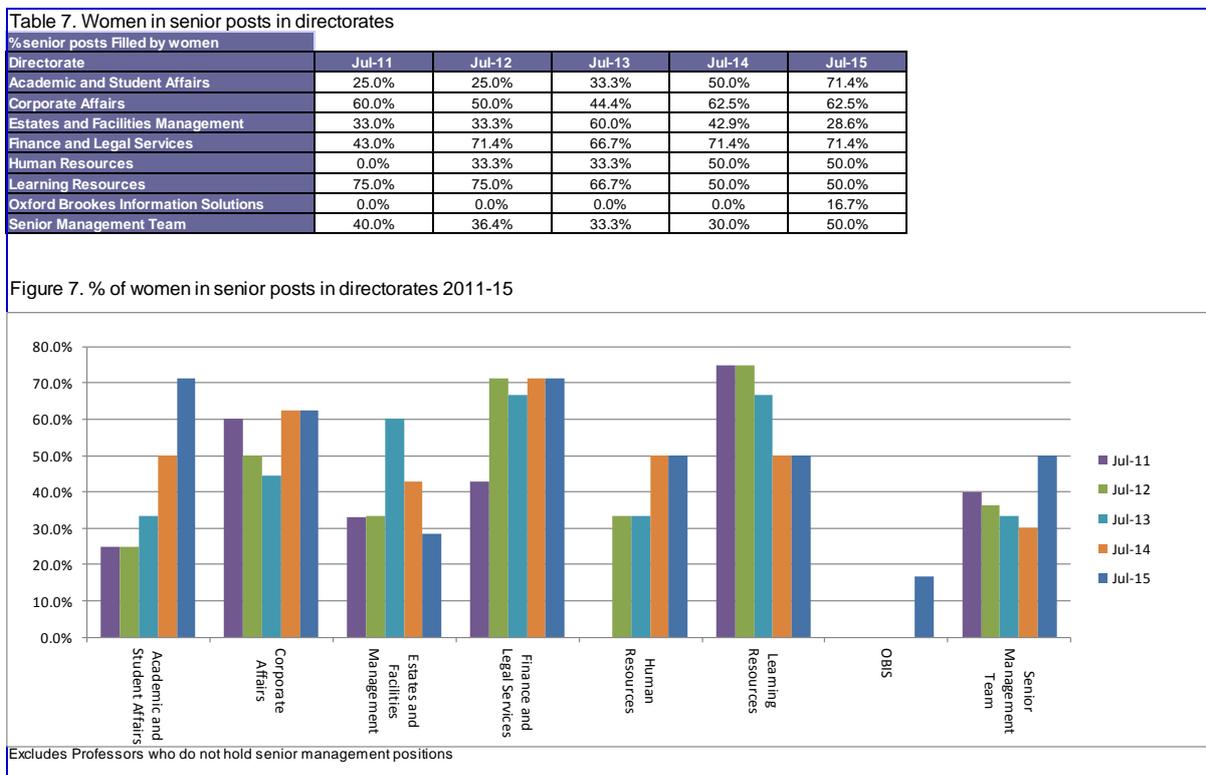


⁴ HESA 2013-14.

Across the University as a whole, women make up 44.9% of senior posts – an increase of 4.2% since 2010. The University is actively involved in developing women for leadership roles, for example through the Aurora and Springboard leadership programmes. The University is also engaging in equality and career development for women in the Athena Swan Awards (see later section on Achievements).



Amongst the directorates, however, the proportion of senior women in OBIS and Estates and Facilities Management remains relatively low. The Faculty of TDE is also engaged in the process of applying for an Athena Swan bronze award to promote women’s representation and progression at all levels.



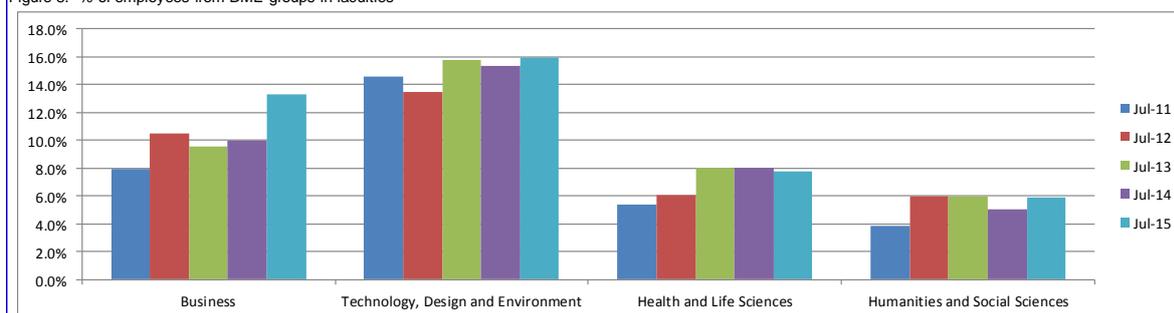
Ethnicity:

The proportion of staff describing themselves as Black or Ethnic Minority (BME) continues to rise, albeit slowly, and now stands at 9.9% compared with 9.2% in 2014. This is a similar proportion as for Oxfordshire⁵, but lower than the BME population of the City of Oxford (22%), and lower than the HE sector as whole (11.7%).

Table 8. Staff from BME groups, 2011-2015

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15
Whole University	7.8%	8.6%	8.9%	9.2%	9.9%
%employees from ethnic minorities					
Faculty					
Business	7.9%	10.5%	9.6%	10.0%	13.3%
Technology, Design and Environment	14.6%	13.4%	15.8%	15.4%	15.9%
Health and Life Sciences	5.4%	6.1%	8.0%	8.0%	7.8%
Humanities and Social Sciences	3.9%	5.9%	6.0%	5.1%	5.9%

Figure 8. % of employees from BME groups in faculties

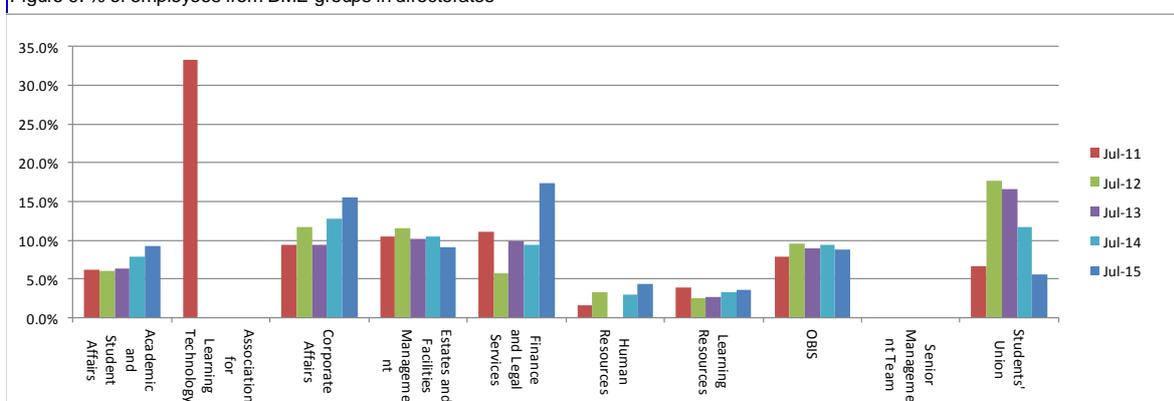


There is some variation in the proportion of BME staff at faculty and directorate level, with the highest proportions being employed in TDE, Corporate Affairs, and Finance and Legal Services.

Table 9. Employees from BME groups in directorates

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15
%employees from ethnic minorities					
Faculty/Directorate					
Academic and Student Affairs	6.1%	6.0%	6.4%	7.9%	9.3%
Association for Learning Technology	33.3%	0.0%	0.0%	0.0%	0.0%
Corporate Affairs	9.4%	11.7%	9.4%	12.8%	15.5%
Estates and Facilities Management	10.4%	11.5%	10.1%	10.4%	9.1%
Finance and Legal Services	11.1%	5.7%	9.9%	9.3%	17.4%
Human Resources	1.5%	3.3%	0.0%	3.0%	4.4%
Learning Resources	3.9%	2.5%	2.6%	3.3%	3.6%
Oxford Brookes Information Solutions	7.8%	9.5%	9.0%	9.5%	8.7%
Senior Management Team	0.0%	0.0%	0.0%	0.0%	0.0%
Students' Union	6.7%	17.7%	16.7%	11.8%	5.6%

Figure 9. % of employees from BME groups in directorates

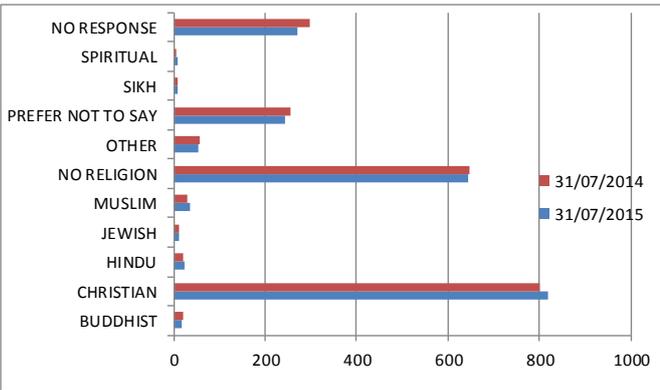


⁵ 2011 Census

Whilst there is some difference of opinion about appropriate benchmarks for each of the equality groups, in our bid to enhance the student experience, there may be some merit in aspiring to align the staff profile more closely with that of the student profile, especially in relation to BME groups where there is a significant disparity (9.9% of staff compared with 16.9% of students). This may require initiatives under the positive action provisions of the Equality Act and the University is working towards the Equality Challenge Unit’s new **Race Equality Charter**, which is a helpful framework.

Religion or belief:

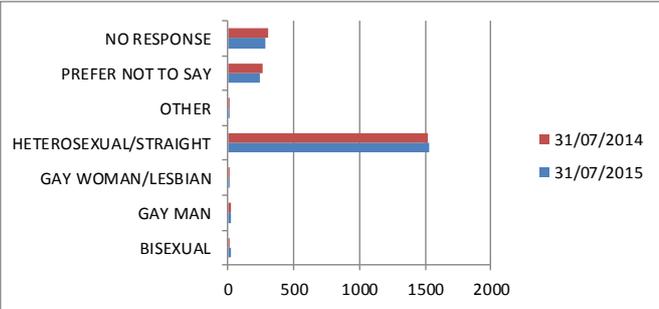
Religion Description	31/07/2015	31/07/2014
BUDDHIST	17	19
CHRISTIAN	818	800
HINDU	23	22
JEWISH	10	10
MUSLIM	35	30
NO RELIGION	643	646
OTHER	55	57
PREFER NOT TO SAY	243	255
SIKH	8	7
SPIRITUAL	8	6
NO RESPONSE	271	297
Sum:	2131	2149



There has been a small increase in response rate and slight reduction in those “preferring not to say”. This has resulted in slightly higher numbers of staff reporting themselves as Christian, Muslim, Hindu, Sikh and Spiritual. Those of “no religion” still represent the second largest group after Christian, 30.1% compared with 38.4% respectively.

Sexual orientation:

Sexual Orientation Description	31/07/2015	31/07/2014
BISEXUAL	20	17
GAY MAN	27	24
GAY WOMAN/LESBIAN	15	15
HETEROSEXUAL/STRAIGHT	1528	1516
OTHER	8	6
PREFER NOT TO SAY	249	262
NO RESPONSE	284	309
Sum:	2131	2149



There has been a small reduction in unknowns. It is hoped that continued efforts to promote LGBT+ equality through Stonewall membership, the new LGBT+ Forum and through events such as those held in LGBT History Month in February 2016 will have a positive impact on the number of staff willing to declare their sexual orientation.

Other protected characteristics

Responses in other categories are too small to provide anonymous reports.

Review of objectives 2014 -2015

The University's **EDI Strategy 2015 – 2018** seeks to ensure “the very best staff and student experience where all our community can flourish in a culture of respect and support, where we celebrate difference and thrive on each other’s success.”

Integral to the strategy is a revised set of Equality Objectives and an accompanying Action Plan. The University aims to be “a sector leader in the advancement of EDI and ensure that policy is translated into effective practice.”

It was agreed that the EDI Advisory Group would provide oversight and co-ordination for all the work towards Charters and other action plans. To further demonstrate commitment to the advancement of equality, diversity and inclusion, Professor Anne-Marie Kilday, PVC Dean for Humanities and Social Sciences, has been given the new remit for enhancing the staff experience, including responsibility for EDI.

In its first year of operation, the University has already made great strides in realising its key priorities:

1 Work towards a more diverse workforce and ensure opportunities for learning, personal development and employment promote EDI

- The University will renew its Athena Swan Bronze award in 2016 under the new gender charter which includes all academic disciplines. A self–assessment team has been set up with Professor Linda King, PVC Research and Global Partnerships, as chair.
- The new Shared Parental Leave Policy was approved by Executive Board. This goes beyond the statutory minimum so that Shared Parental Leave matches Maternity Leave and Pay, although so far there have been relative few people taking this up.
- The University completed the trial of the Race Equality Charter in April 2015 and, although was not successful in achieving an award this time round, will continue to work towards the award with a view to submitting an application for a Bronze Award in 2018.
- The new LGBT+ Forum⁶ has been set up with a growing number of participants. The group has been instrumental in developing a range of activities for LGBT History Month in February 2016. The diverse programme, which takes place both at Brookes and in the wider Oxford area, has been proposed by staff and students from across the University and focuses on key issues for and achievements of the LGBT+ community.
- The Brookes LGBT+ Forum, Brookes Union and our Equality, Diversity and Inclusion team are working together on the University’s commitment as a Stonewall Diversity Champion to build our networks of contacts and allies, and ensure everyone is able to be fully themselves in working or studying at Brookes.
- The University maintained its Two Ticks accreditation to ensure that disabled applicants are encouraged to apply and are guaranteed an interview if they meeting the essential selection criteria.
- An Estates Disability Group has been set up to improve the accessibility of the University’s estate.

⁶ At Brookes we have now adopted the acronym LGBT+ to show awareness and inclusion of all expressions of sexuality and gender identity within our communities of staff and students.

2 Ensure all employees, students and other individuals are treated with dignity and respect

- New prayer and quiet space has been created at Wheatley and a new dedicated Multi-faith Chaplaincy space opens in the refurbished Buckley Building in March 2016.
- Guidance for line managers on supporting disabled employees is being updated.

3 Reflect EDI values in our governance and decision-making

- The University is actively exploring new ways of attracting a more diverse range of potential governors through the assistance of an external consultant.

4 Promote awareness of our EDI values and policy

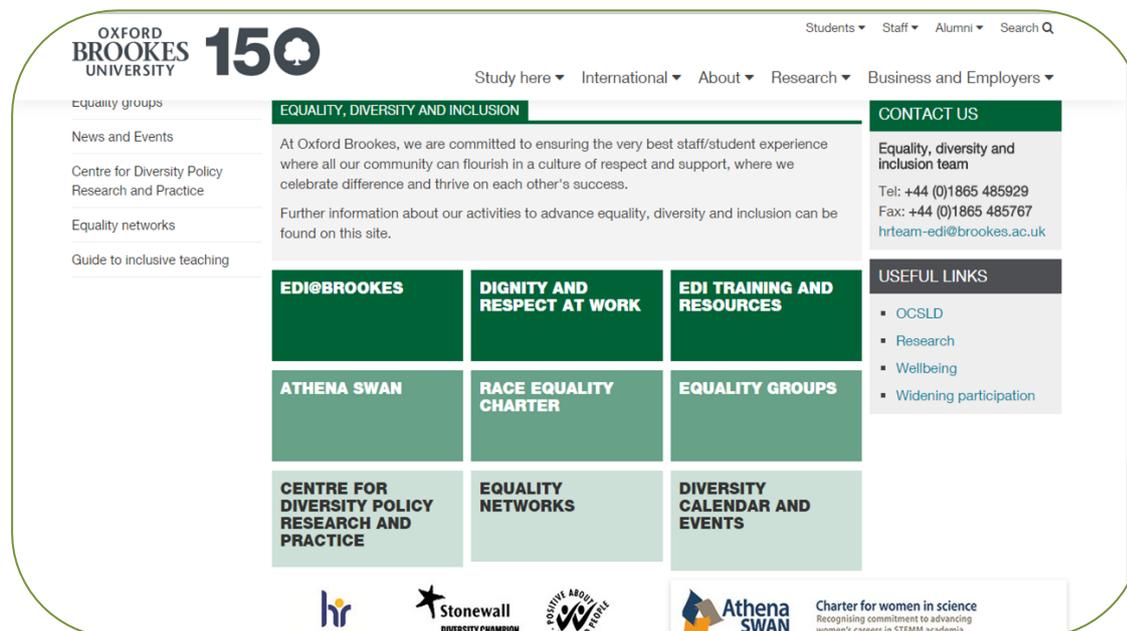
- The Recruitment and Selection Training, which is mandatory for everyone who is involved in recruiting staff, has been completely revised and now features a session on unconscious bias as well as an online module which covers discrimination law.
- The first EDI newsletter was launched in Semester 1 2015 and will be produced on a termly basis.
- The University will be holding an annual Athena swan lecture as part of its open lecture series.

5 Provide a safe, supportive and welcoming environment for students, staff and visitors.

- The EDI webpages were completely overhauled with a fresh look and updated information and launched in Semester 1 2015.
- HR and Wellbeing are developing a regular programme of EDI events, which started with a lecture to promote Black History Month in October 2015.
- The University successfully appointed two EDI Advisers in 2015: Jane Butcher in HR for staff and Kanja Sesay in Wellbeing for students.

Further information on key activities and achievements 2014 -2015

Revision and relaunch of EDI Webpages



In October 2015, the new EDI webpages went live. The intention is that the pages should become a hub for EDI activity across the University and contain useful up-to-date information across a variety of topics, information about key EDI activities, events and links to other related parts of the University and external organisations.

Alongside this, the University has launched a termly EDI newsletter.

Athena Swan



Athena SWAN is a sector-based initiative run by the Equality Challenge Unit. The Faculty of Health and Life Sciences has joined a small group of departments in UK universities who have achieved an Athena Swan Silver Award for its STEMM subject areas. This recognises that, in addition to university policy, the faculty has a supportive culture and practice which enable both women and men to fulfill their career potential.

The Faculty of Technology, Design and Environment is working towards an Athena Swan Bronze Award for its STEMM subject areas.

The University, which has held the Athena Swan Institutional Award since 2013, will be applying in 2016 for renewal under the new Athena Swan Gender Charter, which covers all academic disciplines, as well as both academic and professional and support staff. The University Self-Assessment Team is being led by Professor Linda King with representation from all areas and levels of the institution.

Appointment of EDI Advisers

The University appointed two EDI Advisers in September 2015: Jane Butcher in Human Resources and Kanja Sesay in Wellbeing.

Jane Butcher, Equality Diversity and Inclusion Adviser (Staff)



Jane comes from a background in gender equality and diversity initiatives in the public and third sectors. Her work has had a particular focus on positive action for women's progression in learning and the workplace and in technical career paths. Jane has held management roles in local, regional and national organisations, including the UK Resource Centre for Women in Science, Engineering and Technology, and in the delivery of a variety of European and partnership projects. Jane is interested in the intersections of our diverse identities in equality practice, and creating effective strategies for inclusive workplaces. Her role is based in HR with a focus on the staff experience.

Kanja Ibrahim Sesay, Equality Diversity and Inclusion Adviser (Students)



Kanja Sesay joined Brookes from a background in race equality, previously working as the Attainment Officer at the University of Bradford. A graduate of Law and History, Kanja is currently undertaking an MSc in Diversity Management. He is a former NUS Black Students' Officer as well as the national convenor of the NUS' Anti-Racism/Anti-Fascism Campaign for the National Union of Students (NUS) 2010-2012. Kanja is based in Academic and Student Affairs in the Wellbeing Department with a focus on the student experience.

Centre for Diversity Policy Research and Practice

Women on Boards: closing the gender gap

On 21 October 2015, Professor Simonetta Manfredi (Director, CDPRP) chaired a lively debate between Lord Davies of Abersoch and Helena Morrissey on women's representation on company boards. Helena founded the 30% Club, a group of chairs and CEOs committed to ensuring better gender balance at all levels. The Davies Review set a 25% target for women on the boards of FTSE 100 companies by 2015. The figure has now reached 26%. On 29 October 2015, Lord Davies published a report setting a new target of 33% of the FTSE 350 Boards to be women by 2020.

Professor Alistair Fitt has now signed up to the growing cluster of universities which have made a proactive commitment to the 30% Club objectives. Professor Manfredi and colleagues are also undertaking new research funded by KPMG and the 30% Club to investigate the experiences of senior women from academia and the corporate sector who, respectively, serve on company boards and university governing bodies.

Aurora programme: developing future women leaders in Higher Education

Aurora is a women-only leadership development programme run by the Leadership Foundation for Higher Education. It combines training days, action learning sets, mentoring and online resources to provide learning with a more enduring impact. Oxford Brookes has now supported 51 women to participate in Aurora with positive feedback.

The University has also launched its **Navigator Men's Development Programme** which is open to both academic and support staff up to Grade 9. This was developed in response to the success of the Springboard programme for women. Participants have commented on the benefits to their confidence, work-life balance, sense of belonging and increased collaboration.

Support for Disabled staff

The University once again was successfully re-accredited under the Job Centre Plus Two Ticks Scheme, confirming our commitment to employ, retain and develop disabled staff.



Religion and Belief

The Multi-faith Advisory Board, chaired by Marion Casey, Head of Wellbeing, has become well established and provides a forum for discussing issues affecting students and staff. The Chaplaincy is preparing to relocate from Helena Kennedy to a refurbished Buckley Building in March 2016. Temporary prayer and quiet space has been made available in the former Blackwell's Bookshop in the Clerici building whilst a new, improved prayer and quiet room has been designated in the Entrance Lodge building on the Wheatley Campus.

As well as providing individual pastoral care and support, the Chaplaincy is also keen to help the University understand the needs of students and staff of faith: in the summer 2015, Ecumenical Chaplain, Rev Kate Harford, and HR Business Partner, Elaine Dagnall, led sessions for Academic and Student Affairs on Equality and Religion and Belief. During Interfaith Week in November 2015, the Chaplaincy hosted a Lecture "Where is G-d in the Modern University".

LGBT+ Forum

The University's Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Forum was launched during 2015 with a view to supporting staff and promoting greater awareness of issues related to sexual orientation and gender identity in the workplace. Primarily a social group, run by LGBT+ people for LGBT+ people, it also acts as a sounding board for developing university policy. The acronym LGBT+ was adopted to show awareness and inclusion of all expressions of sexuality and gender identity within our communities of staff and students at Oxford Brookes. The University will be working with the LGBT+ Forum to maximize the benefits of our status as a Stonewall Diversity Champion. The group has also been instrumental in developing a programme for LGBT History Month in February 2016. The group also continues to collaborate with the Oxford Area LGBT University Staff Social Group.

Black History Month

On 2 November 2015, Rob Berkeley MBE, former director of Runnymede Trust and currently working with the BBC, was welcomed by Professor Anne-Marie Kilday for an inspiring and challenging conversation with staff and students on the changing discourse of race equality in the UK over the

past 50 years. We are aiming to run a fuller programme of events in November 2016 to mark Black History Month.

Carers' Network

The network for members of staff with caring responsibilities outside of work continues has become well established and runs a regular carers' group with support from Carers Oxfordshire.

Looking ahead to 2015 - 2018

As we enter the second year of our EDI Strategy and Objectives, the EDI Action Plan will be reviewed to ensure it is effective in advancing key priorities. We will also consider more fully how we can align and include objectives related to both the staff and student experiences.

Key areas for action during 2015 – 2016 include:

- Complete work on institutional application for Bronze Athena Swan Award in April 2016.
- Complete the Faculty of Technology, Design and Environment's departmental Bronze Award application in November 2016.
- Reconvene the Race Equality Charter Self-Assessment Team to review and revise approach to race equality action plan, including attracting, supporting and increasing progression into research and leadership for black and minority ethnic staff.
- Complete review of provision for disabled staff and guidance for managers.
- Dignity and Respect: update the university policy on bullying and harassment at work and ensure we have an effective network of advisers to support those affected by harassment and bullying.
- Carry out an equal pay audit.
- Finalise review of and promote the flexible working policy.
- Demonstrate a positive approach to inclusion and support for Trans People across the University through the development of a university policy.

Further information

Comments or queries about this report are welcomed. These, and any requests for further information, should be sent to the post or e-mail address below:

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