

## Annual Race Equality Report 2006

### Report to Council on the Implementation of the University's Race Equality Policy - May 2006

#### 1. Context

- (i) This is the fourth Annual Race Equality Report presented to Council following adoption of The University of Wales, Aberystwyth (UWA) Race Equality Policy and Action Plan in 2003. This report assesses the impact of the Policy and Action Plan during the previous 12 months, as part of UWA's duties under the **Race Relations (Amendment) Act 2000 (RRAA)**.
- (ii) The report has been prepared by the Human Resource Manager (Equal Opportunities) (HRM-EO) in consultation with a range of UWA officers and The Chair/members of the Equal Opportunities and Diversity Committee. When formally adopted by Council in July 2006, the report will be translated into Welsh and becomes a public document made available via the Equal Opportunities and Diversity website, <http://www.aber.ac.uk/en/equal-opps> or the HRM-EO in Human Resources Department. Previous Race Equality Annual Reports for 2003, 2004 and 2005 can be accessed via the above website. The report is also sent to Higher Education Funding Council for Wales (HEFCW)
- (iii) As noted in previous reports, the **Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 (RRAA 2000)** places General and Specific Duties on UWA to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups. These duties are legally binding on the University as a corporate body and on individual members of Council, staff and students. As part of its specific duties under the RRAA, UWA understands the need to:
  - implement its Race Equality Policy and Action Plan;
  - assess the impact of its policies (including the Race Equality Policy) on students and staff of different racial groups;
  - monitor the admission and progress of students and the recruitment, retention and career progression of staff from different racial groups;
  - publish yearly outcomes of assessment and monitoring (as in this annual Race Equality Report).

<b>Summary:</b> <i>This is the fourth Annual Report for Race Equality required under the Race Relations (Amendment) Act 2000.</i>
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#### 2. Status of the Policy and Action Plan and Impact Assessment

- (i) The RRAA 2000 requires that UWA (as a public body) assess the impact of its Race Equality Policy and Action Plan to ascertain whether its policies and procedures impact differently on various ethnic groups with the intention that this will assist in identifying potential inequalities, help to avoid discrimination, assist in policy development and increase transparency.
- (ii) A full equalities impact assessment (i.e. a systematic analysis of policies and practices to determine whether they have a differential impact on particular groups)

of all UWA policies is pending, following a recommendation from the Equal Opportunities and Diversity Committee that it would be more effective and appropriate to undertake an assessment for all equality strands rather than solely for race itself. Race, however, would be a priority for assessment. A paper on Impact Assessment for all equality strands together with some basic guidance notes and a strategy for implementation have been developed and are presented for final approval alongside this report.

- (iii) The Equal Opportunities and Diversity Committee reviewed and updated UWA's Race Equality Action Plan in May 2006. The Action Plan includes a Training Strategy, Impact Assessment and Mainstreaming, a Consultation and Communication Strategy, Promoting Race Equality and Diversity, Networking, Governance, Racial Harassment Support Mechanisms and Monitoring. The new 3-year Action Plan is attached to this report (Appendix 1) and will be made available via the Equal Opportunities and Diversity website, <http://www.aber.ac.uk/en/equal-opps> or the HRM-EO once it had been translated into Welsh. The Race Equality Policy is also currently under review.
- (iv) UWA continues to work proactively to promote and embed good practice in relation to race equality. Currently, there is no evidence to indicate that different racial groups could be differently affected by UWA's policies and procedures.

**Summary: Council to note that a comprehensive Impact Assessment exercise (attached to this report) will be extended to include all areas of equality. Also to note updated 3-year Race Equality Action Plan (Appendix 1).**

### 3. Embedding and Mainstreaming Race Equality

#### Equal Opportunities Website:

- (i) UWA's Equal Opportunities website was updated in March 2006 to coincide with the launch of Human Resources Website <http://www.aber.ac.uk/human-resources> and was renamed the 'Equal Opportunities and Diversity' website.

#### Networking Events and Links:

- (ii) The following race equality related networking events occurred in 2005-6:

June 2005 November 2005 March 2006	HRM-EO assisted with the organisation and promotion of 3 external meetings organised by Dyfed Powys Police for Under-Represented Groups. This includes representation from ethnic minorities groups. The monitoring of race and religion/belief issues in Ceredigion are regularly discussed.
Sept 2005	HRM-EO attended Student Freshers' fair, networking with under-represented groups who were in attendance.
January 2006	Chinese New Year event - New Year celebrations run in co-ordination with Chinese students, Student Guild and the Arts centre program.
March 2006	One World Week organised by the Student Guild - Event celebrating cultural diversity and difference.
April 2006	1st ever Social Forum Cymru organised by the Student Guild - 4 days of cultural, political talks and networking events around the broad themes of peace, justice & sustainability.

- (iii) UWA continues to network with UUK's Equality Challenge Unit (ECU) and other Universities within Wales. The HRM-EO participates in an all-Wales ECU liaison group which includes a representative from HEFCW and The National Assembly of Wales. Internally, the HRM-EO continues to liaise with the Guild of Students on race equality issues.
- (iv) The West and Mid Wales Widening Access Partnership, in which UWA is the lead partner, continues to include membership of an ethnic minority community as one of the criteria for entry onto its activities. It has also initiated a project aimed at young people from Romany Gypsy communities in Pembrokeshire to encourage participation in education or training. The Partnership's flagship activity, the Wales Summer University, aims to recruit 10% of its participants from ethnic minority groups. In order to achieve this, the Partnership has made strenuous efforts to develop strong relationships with schools and colleges in areas of South Wales where there are higher than average numbers of pupils from ethnic minority groups.
- (v) Similarly, UWA's Centre for Widening Participation and Social Inclusion, has developed links with Education Action Zones in the West Midlands and continues to receive a high proportion of ethnic minority pupils from this area for 'Taste of University Life' days in UWA.

#### **An International Institution:**

- (vi) The educational and cultural life of UWA is greatly enriched by the presence of significant numbers of students from beyond the UK and Europe. UWA gives a high priority to integrating these students into their departments, the university and the town, through, for example, the Welcome Day for international students and the Mentor scheme which pairs a new student with a second or third year undergraduate for their first couple of weeks in Aberystwyth. An International Advisor provides general advice and support and, where necessary, the UWA Language and Learning Centre provides language tuition and support. The University also makes available facilities to meet the specialist requirements of different religions.

#### **Training:**

- (vii) The Staff Development Office has continued to organise Equal Opportunities in Recruitment / Selection and Interview Skills training (which includes equality and diversity training) as a condition of eligibility to serve as a member of a Selection Panel for appointments. From June 2005 to July 2006 over 80 staff have been trained in comparison with 50 in the previous year. The Staff Development Office distributes an Equal Opportunities statement (with web links to the Equal Opportunities and Diversity website) to all their external trainers and staff undertaking NVQ and Institute for Leadership and Management qualifications.
- (viii) Staffing Committee accepted a recommendation from the Equal Opportunities and Diversity Committee that in order to continue serving on selection committees, staff should update their equalities and diversity training every four years.
- (ix) Equal opportunities and diversity training sessions continue to be delivered to both PGCE primary and secondary school teachers and training is also delivered upon request, for example, Information Services, Careers Advisory and Industrial placements. Training will be delivered to Guild Sabbatical Officers and Guild Managers during the summer.
- (x) The strategy for delivering mandatory equalities and diversity training for all staff has taken longer to implement than originally anticipated, partly on the grounds of

the cost of delivering a fully bi-lingual programme. UWA is now working with another HEI and local public sector organizations to license an appropriate software package.

- (xi) The HRM-EO continues to support the Personal Harassment Network (PHN) which offers confidential support and information on discrimination (including discrimination on grounds of race) to staff and students.

### **Reviewing, developing and monitoring Equal Opportunities**

- (xii) The Equal Opportunities and Diversity Committee (formerly the Equal Opportunities Committee) has met three times during the year. This Committee, a joint committee of Council and Senate, continues to co-ordinate UWA's equal opportunities and diversity strategy, formulate policy, monitor its implementation, advise on legal developments and promote and disseminate best practice.

**Summary:** *The embedding and mainstreaming of race equality is maintained through the updated Equal Opportunities and Diversity website, internal and external networking and training.*

## **4. Ethnic Monitoring**

- (i) As a specific duty of the RRAA 2000, UWA is required to undertake annual monitoring by racial group of student admissions and progression, and staff recruitment and progression. Data is analysed to establish whether particular ethnic groups are under-represented and whether there are any institutional barriers to participation that could be removed.
- (ii) Internal information sources for the 2005-6 report include Management Information Services (MIS), Human Resources Department, Staff Development Offices, Admissions and Recruitment, Academic Office, Harassment Network, Student Guild and Development and External Affairs. External sources include the 2001 National Census, Local Authorities, Dyfed-Powys Police, HESA and UCAS.
- (iii) An extensive electronic data cleansing exercise is being undertaken by HR. This includes updating data fields on ethnicity and nationality where provided.
- (iv) As in previous reports, data has been collated on the racial composition of staff employed by the University and our student body in order to establish a baseline position.
- (v) **Student monitoring:** The data for 2004-5 indicates a total home, EU and international student population of 9,263, with 453 undergraduates and 352 postgraduate students recorded as being from 'non-white' backgrounds'. This represents an increase from 7.69% to 8.69% of the student body.
- (vi) The offer rate for the institution is common across all ethnic groups. There is no evidence that non-white applicants are being rejected at a disproportionate rate.
- (vii) **Staff monitoring:** In 2005, 50 staff from a total of 1,881 were recorded as being from non-white background / mixed background representing a figure of 3.5% ethnic minority staff. For 2006, UWA has a total complement of 1969 staff of which 51 staff are recorded as being of non-white background / mixed background. This represents a decreased figure of 2.5% ethnic minority staff. However, if 'other ethnic minorities' are taken into account for both years (i.e. 16 additional staff

recorded 2005 and 25 recorded in 2006) then the figure rises slightly with 3.51% for 2005 and 3.86% for 2006. This anomaly is probably due to the updating of ethnicity and nationality fields on our Cyborg database.

- (viii) HR is currently reviewing its record keeping for applications, short listing, reasons for leaving and career progression.
- (ix) Ethnic minority staff continue to be spread evenly across UWA's grading system and there are as many ethnic minority staff at senior levels as at manual/ancillary levels.
- (x) **Demographic comparators:** the 2001 census records 1.4% of the population of Ceredigion as non-white. This compares with 2.1% for Wales and 7.9% for the UK as a whole. The main concentration of ethnic minorities in Ceredigion is within Aberystwyth itself, due to the location of the University and hospital.

**Summary:** *Staff, student and demographic comparisons indicates a rise in ethnic minority staff and students in UWA.*

## 5. Conclusions

- (i) UWA is committed to eliminating unlawful racial discrimination, promoting equality of opportunity and promoting good relations between people of different racial groups as specified under the **Race Relations (Amendment) Act 2000 (RRAA)**.
- (ii) In 2006, a new 3-year Race Equality Action Plan (2006-2009) has been developed in order to support continued mainstreaming and the proactive implementation of UWA's race equality agenda.
- (iii) UWA's impact assessment for race equality is being extended to include all other equality strands. A paper and guidance is under active development.
- (iv) A strategy is in place to update the training of members of selection panels during the forthcoming year. This training may become an initial element of the mandatory Equal Opportunities and Diversity training strategy programme.
- (v) Further work on refining monitoring mechanisms are underway, including the data cleansing of Human Resources Cyborg database.
- (vi) UWA continues to work proactively with external partners and organizations to collaborate and share good practice in race equality issues.