

Annual Race Equality Report 2007

Report to Council on the Implementation of the University's Race Equality Policy - May 2007

1. Context

- (i) This report represents the fifth Annual Race Equality Report presented to Council following adoption of The University of Wales, Aberystwyth (UWA) Race Equality Policy and Action Plan in 2003 and subsequent updates in 2006. 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 Equalities Advisor (previously HR Manager (Equal Opportunities)) in consultation with various UWA Officers and the Chair/members of the Equal Opportunities and Diversity Committee, have prepared the 2007 report. As in previous years, the report will be adopted by Council in July 2007 and made available in both Welsh and English as a public document via the Equal Opportunities and Diversity website on <http://www.aber.ac.uk/en/equal-opps> or the Equality Advisor located in Human Resources Department. All previous Race Equality Annual Reports from 2003 are also available via the above website. The report will also sent to Higher Education Funding Council for Wales (HEFCW) in July 2007, together with our current Race Equality Policy and Action Plan.
- (iii) During October 2006, the Commission for Racial Equality (CRE) requested a copy of UWA's Annual Race Equality Report for 2006 in order to review progress on fulfilling the General Duty under the RRAA. At this same time, HEFCW also commissioned the Gus John Partnership to review all institutional race equality policies in Wales and their related reports. This review included a visit to UWA in December 2006. Feedback from the HEFCW review was received in a report and further discussed with all Welsh Institutions at an "Evaluation and Review of Race Equality Policies and Cross-Sector Feedback Seminar" in May 2006. Recommendations are outlined in Section 2 (vi), *Status of the Policy, Action Plan and Impact Assessment*, below.
- (iv) As noted in previous reports, the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 (RRAA 2000) places a general duty on UWA to (1) eliminate unlawful racial discrimination; (2) promote equality of opportunity; and (3) 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 fully 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).
- (v) UWA also published its new Disability Equality Scheme in December 2006 and Gender Equality Scheme in April 2007, together with its associated Action Plans

following the required consultation processes. It has also published a statement on new Age Legislation implemented in October 2006. UWA has also commenced its Equality Impact Assessment Exercise and has delivered its largest Equal Opportunities and Diversity training programme to date.

Summary: *This is the fifth Annual Report for Race Equality required under the Race Relations (Amendment) Act 2000. HEFCW and CRE have assessed UWA's obligations under the Race Relations Act.*

2. Status of the Policy, Action Plan and Impact Assessment

- (i) The RRAA 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) UWA's Equality Impact Assessment exercise commenced in December 2006 following approval by Council in July 2006 and includes race equality as an impact assessment strand. To date, guidance material and two training sessions have been delivered to Central Heads of Departments/Sections, with another two training sessions being delivered to Departmental Heads in June 2007. Strands of institutional policy are currently being collated with a view to requesting that those responsible for individual policies screen their policies for any adverse impact and submit their findings, together with the policies, to the Equalities Advisor. It is intended that this initial screening process will be completed by August 2007 and that subsequently a report will be written in order to review the outcome and identify those policies requiring full impact assessment.
- (iii) The Equality Impact Assessment exercise is being carried out in parallel with an Equal Opportunities and Diversity training programme for senior members of staff. Recruitment and Selection Training has been delivered to Heads of Departments, Council and other Senior Managers in March 2007 by an external trainer. Another such training session is planned for June 2007. As part of UWA's training strategy, a bilingual e-learning diversity programme will shortly be piloted having recently been translated into Welsh in order to comply with our Welsh Language Scheme 2003.
- (iv) As reported in the Annual Race Equality Report 2007, the Equal Opportunities and Diversity Committee comprehensively updated and implemented a new Race Equality Action Plan in May 2006, following the evaluation of its previous 2003-06 plan. UWA also updated its Race Equality Policy in July 2006 and both documents were subsequently approved by Council in July 2006.
- (v) During December 2006, The Gus Partnership met with two of UWA's Pro Vice-Chancellors and the Equality Advisor in order to discuss progress on implementing and promoting race equality. This review included the examination of race equality policies, action plans and monitoring reports covering the period 2002 to 2006. The report stated that:

“...progress between 2002 and 2006 demonstrate clear evidence of progression and refinement both in the level of understanding of the requirements of the RRAA 2000 and in the construction and implementation of the race equality policy and action plan. The University is explicit in its articulation of its role in combating discrimination and promoting equity in society and of the race equality goals and anti-racist principles that govern its practice. It is encouraging to see so many examples of good practice and of the pursuit of race equality becoming organic to the way the UWA functions, demonstrating

that the University has become much better at using the results of monitoring and impact assessment to improve performance”.

- (vi) A number of recommendations were suggested in the report as summarised below:
- that UWA commends its staff, partners and students responsible for the significant progress it has made in implementing the RRAA and promoting race equality in the period under review, having regard to the gains it has made since the original ECU evaluation in 2003;
 - within the next review of UWA’s policy and action plan, an introduction is added detailing the demographic background, area and partnerships in which UWA is operating and also include data on the composition of all its staff and students by race as well other equality strands;
 - UWA give more consideration to the third strand of the General Duty, i.e. to promote good relations between people of different racial groups;
 - consider the functions of Campus and Residential (as a discrete function) and building an inclusive curriculum through Curriculum, Teaching and Learning and Assessment;
 - review the possibility of establishing an Equal Opportunities and Diversity Committee in every department to assist with mainstreaming of race equality as well as other equality strands and to also review the way in which race equality links in with other areas of equality and human rights legislation;
 - consider gathering data on the destinations of black and ethnic minority graduates and review measures supporting both white students and black/ethnic minority overseas’ students and staff as key stakeholders.
 - revisit protocols governing contracts and procurement of services and also give an analytical overview in revision to subsequent policies and plans.
- (vii) As a result of this evaluation, UWA has discussed and considered the recommendations and attempted to incorporate some of these activities and requirements into its monitoring and reporting process. For example, UWA has carried out more robust monitoring mechanisms in this years report; is reviewing its activity relating to the third strand of the general duty and protocols of its procurement service.
- (viii) As a consequence of both the Gus John Partnership and CRE reviews, the Equality Advisor attended an ‘Evaluation and Review of Race Equality Policies and Cross-Sector Feedback Seminar’ organised by HEFCW in May 2007. During this Seminar the CRE also distributed their draft findings for consideration in a report entitled ‘Progress by HEI’s in Wales in implementing their race equality duties’. The report concludes “HEI’s in Wales are not yet compliant with their duties under the RRAA 2000” although it adds that key weakness have been identified and the commitment to address them.
- (ix) UWA continues to promote a culture of equality and embed good practice in relation to race equality. As in previous reports, currently there is no evidence to indicate that different racial groups could be affected by UWA’s policies and procedures,

<p>Summary: <i>Council to note that the Gus John Partnership has commended staff for significant progress made in implementing the RRAA and promoting race equality and that UWA may need to respond to the draft CRE report. Also that an Equality Impact Assessment exercise, together with an Equal Opportunities and Diversity training programme is being delivered.</i></p>

3. Embedding and Mainstreaming Race Equality

Equal Opportunities and Diversity Website:

- (i) UWA's Equal Opportunities and Diversity website has been updated several times in 2006-07 to incorporate its new Disability and Gender Equality Scheme. UWA's updated Race Equality Report, new Action Plan (May 2006-09) and Annual Race Equality Report 2006 have also been uploaded onto these web pages in both Welsh and English.
- (ii) All Equality Policies are also available on the Human Resources web pages <http://www.aber.ac.uk/human-resources/en/> under Policies and Procedures / Terms and Conditions.

Networking Events:

- (iii) The following race equality related networking events occurred in 2006-07:

June 2006 Sept 2006 March 2007	The Equalities advisor attended 3 external meetings of Ceredigion Equality of Service Delivery Group organised by Dyfed-Powys Police. Two of these meetings were held at UWA and one at the local mosque. The group has representations from local Polish and Muslim Community, International Students as well as Guild of Students, LGBT, Disability Rights, Women's Aid, Harassment Network, Age Concern, 6th Form Students and Victim Support. The monitoring of race and religion/belief issues (as well as other equality strands) are reported and discussed at all meetings. This group is aware of UWA's policies, action plans and reporting responsibilities with regards to race equality.
Sept 2006	As in previous years, the Equalities Advisor attended the Student Freshers fair, networking with various groups including new Sabbatical Officers who were in attendance.
January 2007	The Guild organised One World Week celebrating cultural diversity and difference. Events were held on each day including language lessons, a film, various liberations stalls and One World Nite where money was raised for a village in Africa.
February 2007	Chinese New Year Festival - New Year celebrations were run in co-ordination with Chinese students, Students Guild and the Arts Centre program. This included a weekend of activities such as opening ceremony, a Chinese Art exhibition, crafts and performances, martial arts, Chinese food, music, performances, films and fireworks.
April 2007	First meeting of African Studies discussion group which discussed African ideologies such as negritude, ubuntu, ujamaa, black consciousness and consciencism. A diverse range of staff and students attended this networking event and it is proposed that the next scheduled meeting will discuss both African and Welsh cultures.
May 2007	The Equalities Advisor attended a Cross Sector Seminar in Cardiff. The Gus John Partnership, Commission of Racial Equality, Equality Challenge Unit, HEFCW, HEW, Union representatives and most HEI's in Wales were also present.

- (iv) The Guild's Diversity and Development Officer reported the following:
 - a) organisation of bi-monthly Ethnic Minority Meetings to allow students to network and discuss any issues;

- b) a recently set up International Students Society where international students could regularly meet, organise trips and social events;
 - c) a 'Stamp Out Hate Crime Campaign' (which included race hate) had been run to promote awareness of such crime and inform students how to report such occurrences.
- (v) In relation to item (iv) c above, the Equality Advisor has distributed Dyfed-Powys Police's 'New Vision' anonymous reporting packs to relevant UWA personnel and the harassment network.
 - (vi) UWA continues to network with the Equality Challenge Unit (ECU) and regularly disseminates information received to the Equal Opportunities and Diversity Committee. The Equality Advisor also pro-actively participates in the all-Wales ECU liaison group which includes representatives from HEFCW, National Assembly of Wales and other Institutions in Wales.
 - (vii) Internally, the Equality Advisor continues to liaise with the Guild of Students on race equality issues and annually delivers equality training to sabbatical managers and officers on equality issues, including race. The Equality Advisor will also continue to disseminate to managers their duty to promote race equality in their areas of work.
 - (viii) The West and Mid Wales Widening Access Partnership, in which UWA is the lead partner, continues to include membership of ethnic minority communities as one of its criteria for entry onto its activities. It continues to target young people from Romany Gypsy communities in Pembrokeshire to encourage participation in education or training. It has also developed a range of specialist contacts to raise the profile of the programme amongst ethnic minority groups, for example, a contact working with Refugees and Asylum Seekers who has referred students onto the programme.
 - (ix) The Partnership's flagship activity, the Wales Summer University, has endeavored to recruit 10% of its participants from ethnic minority groups and has made 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. The Partnership is now on course for achieving 15-20% target amongst ethnic minority groups.
 - (x) Similarly, UWA's Centre for Widening Participation and Social Inclusion continues to develop links with Education Action Zones in the West Midlands and receives a proportion of ethnic minority pupils from this area for 'Taste of University Life' days in UWA. Additionally, UWA networks with previous ethnic minority participants of the Summer University who on return to their former schools in the West Midlands, promote Aberystwyth in areas where there is a higher than average proportion of people from ethnic minority communities.
 - (xi) The Centre for Widening Participation and Social Inclusion also runs a Signpost Mentoring Scheme which is a peer support scheme for first year students. The mentor provides support with any aspect of life at university (whether academic, social, cultural or financial), links to existing services available for students within the university and assist with motivational issues and negotiating life on Campus. Support to ethnic minority students is not offered as a separate service but can be an appropriate support mechanism outside of the academic department in helping students adjust to unfamiliar surroundings and tackle any issues that may arise.

An International Institution:

- (xii) The educational and cultural life of UWA continues to be greatly enriched by the presence of significant numbers of students from beyond the UK and Europe, and is currently represented by students from approximately 90 countries. UWA gives a high priority to integrating these students into their departments, the University and the town through, for example, Welcome Days and networking events for European and International students. The highest percentages of such students this year have been represented by Poland and China.
- (xiii) UWA has an International Advisor to provide 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, for example, alcohol free areas and specialist foods.
- (xiv) The Language and Learning Centre (LLC) works to promote Equal Opportunities in the University through a range of activities. The overall philosophy of the LLC is to enable all students to achieve their full potential and this is approached in a variety of ways. The In-Sessional Programme provides undergraduate modules in academic writing for non-native speakers of English, as well as workshops, short courses and individual consultations on study skills and academic writing for both non-native speakers and native-speakers. The Academic Learning Curriculum Access/Dyslexia Service (ALCADS) also supports and gives opportunities to students who have learning differences through diagnostic testing/reporting, individual support programmes, group meetings and an undergraduate module. The In-Sessional Programme and ALCADS both interface with the Royal Literary Fund Fellowship Scheme, which funds three part-time professional writers as Writers in Residence at the LLC with a brief to support students' academic writing at all levels in both English and Welsh.
- (xv) The Language and Learning Centre also runs year-round English language courses for international students to prepare them for entry to degree courses at UWA. This includes the summer Pre-Sessional Programme which enables international students to raise their English language score to the level required for admission, as well as preparing them with the academic skills relevant to studying in Higher Education in the UK so that they are not disadvantaged in relation to UK students.

Training:

- (xvi) The Staff Development Office, in collaboration with the Equalities Advisor, continue to organise a variety of equality training for the University and have delivered more equality training this year than in previous years. Equality training is currently delivered by the Equality Advisor and two external trainers.
- (xvii) In June 2005, it was reported that 50 members of staff received training and in June 2006 the number rose to over 80 staff. For 2007, 110 staff have been trained with an additional 23 staff receiving targeted Age and Disability training. A further 3 training sessions are scheduled to take place between May and June 2006 to over 70 delegates.
- (xviii) Following the Equal Opportunities and Diversity Committee's recommendation that in order to continue serving on a selection panel, staff should update their equalities and diversity training every four years, Council and all Heads of Departments/Sections were advised in December 2006 of this requirement. Heads of Department were also notified of members of staff whose training has expired. A new Staff Development database, which can be used for monitoring the ethnicity of

staff, can also identify staff whose training is close to expiry. Following this exercise, a number of training sessions are being delivered.

- (xix) The Staff Development Office, in collaboration with the Centre for Welsh Language Services, has offered various sessions in Welsh to promote the use of Welsh at the University. They have additionally offered teaching staff a course in Teaching International Students. Further details all training delivered are given in Appendix A, Race Equality Monitoring 2007.
- (xx) The Staff Development Office continues to distribute an Equal Opportunities statement with web links to the Equal Opportunities and Diversity website to all their external trainers and monitors all course content.
- (xxi) It is now expected that UWA's mandatory bilingual e-learning equalities and diversity training for all staff will be piloted from June 2007 onwards, across a broad representative section of staff. Delays in delivering the e-learning strategy have again arisen to necessary programming work in delivering a fully bilingual programme. UWA has led in the collaboration of this Welsh medium programme with 3 other Institutions (University of Wales Bangor, University of Wales Swansea and North East Wales Institute of Higher Education) and has worked closely with UWA's Welsh Language Centre.
- (xxii) UWA is in the process of developing a training needs strategy of delivering such e-learning training. For example, reviewing training for staff without PCs and specific learning needs, consulting with specific departments, i.e. Heads of Departments in Estates and Residential Services, obtaining the support of Heads of Department, Line Managers, etc. and considering the need to supplement such training with further equality training.
- (xxiii) The Equality Advisor now regularly delivers equality training to all PGCE primary and secondary school teachers (approximately 250 students) and to specific departments on request, e.g. Information Services and the Careers Advisory. Training has also been recently been delivered to new Heads of Department. As in the previous year, training of Guild Sabbatical Officers and Guild Managers will be delivered in June 2007.
- (xxiv) The Equality Advisor continues to support the Personal Harassment Network (PHN) which offers confidential support and information to staff and students. An anonymous monitoring process is also implemented on an annual basis.

Reviewing, developing and monitoring Equal Opportunities and Diversity

- (xxv) The Equal Opportunities and Diversity Committee, which is a joint committee of Council and Senate, has met three times during the year. This Committee continues to co-ordinate UWA's equal opportunities and diversity strategy, formulate policy, monitor its implementation, advise on legal developments and promote/disseminate best practice.
- (vi) UWA has a new Chair (Pro-Vice Chancellor) of Equal Opportunities and Diversity Committee and has updated the Equality Advisor's job title and description in order to meet the needs of its changing role and to be more strategically placed in reporting to the Chair of Equal Opportunities and Diversity.

Procurement

- (xxvi) UWA's Procurement Manager is fully aware of the duties under the RRAA 2000 and uses the Corporate Social Responsibility Group (was Equality in Higher Education Purchasing) Equality Toolkit for procurement processes. This process includes a

HE sector equality questionnaire that is completed by all contractors. This Equality Toolkit has been developed to assist purchasing practitioners in HE to address, in the area of purchasing, the obligations to promote equality in all its functions and fulfil statutory provisions of the Race Relations Act. It is, however, recognised that there is a need to cascade this good practice to other departments within UWA who deal with procurement independently.

- (xxvii) UWA understands that procurement is a way of influencing other bodies and individuals to review its own race equality policies.

Welsh Language

- (xxviii) UWA, under the terms of the Welsh Language Act 1993, has adopted the policy of treating the Welsh and English languages on the basis of equality. The Centre for Welsh Language Services are responsible for monitoring the operation of the Welsh Language Scheme and provide annual reports to the Welsh Language Board (the statutory board responsible for monitoring Welsh Language Schemes) to ensure that all departments and centres within the University comply with the requirements of the Scheme.
- (xxix) The University's Translation Unit is also located within the Centre and provides a service for the whole of the Institution. UWA recognises that Welsh is an integral part of its race equality commitment and needs to validate and respect the majority culture of Welsh and the Welsh Language Scheme.

Learning and Teaching Strategy

- (xxx) The Learning and Teaching Strategy promotes race equality through the clear articulation of the University's commitment to providing a safe and supportive learning environment that is open to all who are qualified to benefit from it. Specifically in relation to enhancement of learning and teaching, the Strategy states in its aims that it 'ensures that all students are prepared for their studies by effective induction practices and... that programmes and modules are appropriate to an ethnically diverse society.'

Summary: *The embedding and mainstreaming of race equality is maintained through a range of activities. This years report has been expanded to detail activities relating to Language and Learning, Procurement, Welsh Language Scheme and Teaching/Learning strategy.*

4. Ethnic Monitoring

- (i) As a specific duty of the RRAA 2000, UWA is required to undertake annual monitoring by racial groups of student admissions and progression, and staff recruitment and progression. Data is analysed in order to establish whether particular ethnic groups are under-represented and whether there are any institutional barriers to participation that could be removed. The specific categories of data have been extracted from the CRE's statutory code of practice and an analysis of data collated is shown in Appendix A, Race Equality Monitoring 2007
- (ii) As in previous reports, data has been collated on the racial composition of staff employed by the University and the student body in order to establish a baseline position. However, data collated in previous years has been minimally reported and in response to the recent John Gus Partnership and CRE evaluations, this year's report includes a more comprehensive data collection exercise as illustrated in Appendix A, Race Equality Monitoring 2007. This exercise has helped to highlight the data that needs to be provided and expanded upon.

- (iii) Human Resources Department has recently appointed to a new post an IT Manager which will assist the data collection processes. The Equality Advisor has already had discussions with the IT Manager in order to clarify monitoring duties under the RRAA 2000 and to consider ways of developing and automating monitoring processes, for example, the monitoring of recruitment application processes (which has been manually undertaken this year) and the possibility of staff updating their own personal data.
- (iv) Human Resources Department has continued to refine and update staff data, which includes updating data fields on ethnicity and nationality which has been additionally aided by the requirement to report to the Higher Education Statistics Agency (HESA). Staff Development Office has also updated their staff development database which can now monitor the ethnicity of staff undertaking training.
- (v) Internal information sources for the 2006-07 report include Management Information Services, Human Resources Department, Staff Development Offices, Admissions and Recruitment, Academic Office, Harassment Network, Student Guild, Development and External Affairs, Careers Advisory, International Consortium, Language and Learning, Procurement, Commercialisation and Consultancy Services and the Welsh Language Centre. External sources include the 2001 National Census, Local Authorities, Dyfed-Powys Police, HESA and UCAS.
- (vi) **Student monitoring:** The data for 2004-05 illustrated a total home, EU and international student population of 9,263, with 453 undergraduates and 352 postgraduate students recorded as being from ethnic backgrounds. This represents 8.69% of the student body. Data for 2005-06 represents a student body of 9169 under/post graduate students, with 297 students (3.24%) being of Black or Minority Ethnic (BME) origins and a total of 434 (4.73%) BME UG and PG Overseas students. Both BME Home and Overseas students represent 7.97% of the total student population. Further details of monitoring are shown in Appendix A, Race Equality Monitoring 2007.
- (vii) The offer rate for the Institution is common across all ethnic groups. There is no evidence that ethnic minority applicants are being rejected at a disproportionate rate.
- (viii) **Staff monitoring:** In 2005, 3.5% staff were recorded as being from BME and mixed backgrounds and in 2006, 3.86% staff were recorded as being of BME/ mixed and 'other white' background. For 2007, 3.5% of staff are identified as being BME with an additional 1.4% staff from other white backgrounds. This totals 4.9% ethnic minority staff, showing an increase in comparison to last years figure. Further details are shown in Appendix A, Race Equality Monitoring 2007.
- (ix) Ethnic minority staff continue to be spread evenly across UWA's grading system with as many ethnic minority staff at senior levels as at manual/ancillary levels.
- (x) **Demographic comparators:** As in previous reports, the 2001 census records 1.4% of the population of Ceredigion as ethnic minorities. 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.
- (xi) In April 2007, the Centre for Welsh Language Services, who are responsible for monitoring the operation of the Welsh Language Scheme, carried out a Linguistic Skills Questionnaire to 1900 members of staff in order to ascertain the level of Welsh language ability in understanding, speaking, reading and writing in Welsh, as well as their ability to teach through the medium of Welsh. Approximately 19% of

staff were recorded as fluent Welsh speakers and 5% members of staff recorded as currently teaching or training through the medium of Welsh, although a total of 9% are able to do so.

- (xii) UWA is engaged in a range of third mission activities and delivers various support schemes to entrepreneurs linked or develop through the University. The ethnicity of staff and students accessing these activities (e.g. Knowledge Exploitation Fund, Wales Spinout Scheme, Graduating to Enterprise, Crisalis Incubator) are monitored through the Welsh National Assembly. Of 49 people on one particular scheme, 40 were recorded as UK/Irish, 4 European and 5 overseas students/staff.
- (xiii) UWA will endeavour to continue to increase the percentage of ethnic minority applicants for student places and staff opportunities.

Summary: *Staff, student and demographic comparisons indicates a rise in ethnic minority staff in 2007 and a slight decrease for students in 2005-06.*

5. Conclusions

- (i) UWA continues to be fully 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 2000).
- (ii) UWA understands that race equality is not only a legislative requirement but also a part of its moral duty as an educational provider. Race equality has formed a leading part of UWA's developing equality framework and significant progress has been made in implementing and promoting the race equality during the last few years.
- (iii) UWA recognises the need to enhance and redefine its activities to further progress its commitment and obligations under the RRAA 2000. It also aims to develop a 'multi-strand' approach to equality and intersect race equality with other strands of equality in anticipation of the pending Commission for Equality and Human Rights and its commitment to the Widening Participation agenda.
- (iv) Following both Gus John Partnership and Commission of Racial Equality reviews, UWA will endeavour to work toward refining its duty to race equality. In May 2007 an improved comprehensive data collection exercise was carried out and UWA's Equality Impact Assessment screening exercise has already commenced.
- (v) Human Resources Department has recently employed an IT Manager who is working towards refining and automating staff monitoring mechanisms.
- (vi) More training has been delivered or is planned this year than in previous years, for example, the training of members of selection panels and mandatory bilingual e-learning diversity programme for all staff. UWA is also currently planning further equality training in consideration of specific learning needs.
- (vii) UWA continues to work proactively with external partners and organizations to collaborate and share good practice in race equality issues.