Appendix 1 Strategic Equality Plan Annual Report Table of Progress 1st April 2020 to 31st March 2021

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| **OBJECTIVE 1 - We will build a culture of inclusion by promoting dignity, respect, fairness and wellbeing within the University and College communities.**  |
|  **REF** | **ACTION**  |  **RATIONALE &** **PROTECTED CHARACTERISTIC**   | **KEY** **MILESTONES**  | **TIME SCALE**  | **Lead**  | **PROGRESS****(01/04/2019-31/03/21)** |
| 1.3  | Retain our status as a University of Sanctuary.  | In response to the Welsh Government’s Nation of Sanctuary Refugee & Asylum Seeker Delivery Plan and to promote USW as a place where refugees and asylum seekers feel safe and welcome.    **All Protected Characteristics**  | * Gain recognition as a University of Sanctuary.
* Implement recommendations from the assessment.
* Implement USW’s University of Sanctuary Action Plan.
 | April 2020  Sept 2020  Reviewed annually  | USW’s University of Sanctuary Sub Group, feeding directly into EDSG   | University of Sanctuary Status retained March 2020Impact of global pandemic meant that Cardiff City of Sanctuary faced organisational difficulties slowing implementation of action plan, however there has been acceleration in 2021 and will be reflected in 2021-2022 SEP updated.Achievements this period include:USW Refugee Champion (URC) now a Trustee of the WRC;USW ‘Speak to me Project’ in 2020 was undertaken in conjunction with RCT Council. June 20; Refugee Week (RW) sub-committee group designed and implemented virtual RW activitiesJune 20: URC included nationwide session with Welsh Refugee Council (WRC).June 20: Session given as part of USW RW.July 20: Presentation given at Communities of Expertise Annual ‘tea’.July 20: Group part of the new pan University-wide Communities of Expertise website; Report - [An Investigation into the Barriers to Education and Employment for Forced Migrants in the Convergence Areas of Wales](https://pure.southwales.ac.uk/files/4862343/Refugee_Council_Report_A4.pdf_Dec_15th.pdf) published November 2020January 2021 USW noted as Example of Good practice in HEFCW Civic Mission project to promote HE Study as part of WG Nation of Sanctuary Aspiration. Details here:[USW recognised for its work to support refugees | University of South Wales](https://www.southwales.ac.uk/news/news-2021/usw-recognised-its-work-support-refugees/)URC organised event in March 2021 to bring together reps from 4 third sector orgs with researchers from USW |
| 1.6  | Promote inclusion, cultural diversity and support the faith of students by creating an inclusive community on campus.   | In response to engagement feedback and in compliance with Equality Act General Duties.   All Protected Characteristics  | * Offer inclusive pastoral, religious, educational and social activities/ events/services to the USW community; offering support at times of crisis.
* Support students in the expression of their faiths & cultures, including interfaith dialogue.
* Support & host Staff LGBT+ Network and hold Chaplaincy events for enhancing understanding of gender identity & sexual orientation.
 | Ongoing   | Director of Chaplaincy Services   | Throughout this unique period Chaplaincy has provided ongoing essential support to students offering pastoral support and has provided virtual activities including:* Ongoing oversight of Islamic prayer facilities
* Ongoing help with nursing and midwifery students preparing for healthcare in a multifaith/multicultural preparation environment
* Chaplain on Race, Religion & Belief Group and on Interfaith Council for Wales
* Support of SPECTRUM
* Online meeting with Teddy Kalongo for Black History Month
* Chaplaincy Interfaith Panel in November
* Observing Holocaust Memorial Day
* Online meeting with Hayley Young for LGBT+ History Month
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| 1.7  | Implementation of USW’s Global Engagement Plan and internationalisation agenda.    | Internationalisation of our campuses and academic curricula to enrich academic life, promote a culture of inclusion and foster global competencies to comply with the Equality Act General Duties.   Race, Religion & Belief & Non-Belief  | * Implement & monitor impact of Global Engagement Plan.
* Following monitoring
* Ensure uptake of student international mobility opportunities

Erasmus+ & Global Wales Discover. | July 2020, with annual reviews  | Head of International & Partnership Development, with Faculty Erasmus Leads &  Director of Learning Services (Global Wales Discover)   | Implementation & monitoring of the impact of USW Global Engagement Plan continued through this period.Ensure uptake of student international mobility opportunities Erasmus+ & Global Wales Discover.The Global Pandemic and complexities around international travel meant that it was not possible to support international student mobilities during this period. However USW continued to show its commitment to ensuring that students were able to take advantage of the many opportunities that international mobilities gave rise to. In addition USW was successful in bidding for funding for the UK governments Turing programme (which has been established to replace ERASMUS now that the UK has left the EU) |

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| **OBJECTIVE 2 - We will mainstream equality, diversity and inclusion into University and College decision-making, policies, practices and procurement.**  |
| **REF**  | **ACTION**  |  **RATIONALE &** **PROTECTED CHARACTERISTIC**   | **KEY** **MILESTONES**  | **TIME SCALE**  | **Lead**  | **PROGRESS****(01/04/2019-31/03/21)**  |
| 2.1  | Undertake EIAs of implementation of the USW 2030 Strategy.    | In compliance with assessing impact Equality Act Specific Duty.   **All Protected Characteristics**  | * Implementation Plans for each of the prioritised activities will receive an EIA.
 | August 2020  | Director of Strategy and Development   | As a consequence of the global pandemic, implementation of the Strategy was stopped in March 2020 – it is proposed that a revised date of August 2022 is expected |
| 2.5  | Retain status as a Stonewall Diversity Champion & implement Stonewall Workplace Equality Index requirements.  | In response to engagement feedback and in compliance with the Equality Act General Duties.   Gender identity, sexual orientation  | * Renew Stonewall membership annually.
* Implement Stonewall Workplace Equality Index criteria.
* Enter Stonewall

Workplace Equality Index.   | Sept 2020 & every Sept thereafter  | EDI Manager, in partnership with LGBT+ Staff Network Spectrum   | Due to global pandemic and capacity the University took the decision not to submit to Stonewall’s Workplace Index this period  |
| 2.6  | Actively engage with staff and student union colleagues from and representing protected characteristic groups.     | In compliance with the engagement Equality Act Specific Duty.  All Protected Characteristics  | * Support the creation of a BAME Staff Network and a Carers Network.
 | March 2023 | EDI Manager, in conjunction with EDSGEDI Manager, HR | In this period USW has successfully created its first Black Minority Ethnic staff network  |

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| **OBJECTIVE 3 - We will embed equality, diversity and inclusion into the design and delivery of our curriculum, courses and assessment methods.**  |
| **REF**  | **ACTION**  |  **RATIONALE &** **PROTECTED CHARACTERISTIC**   | **KEY** **MILESTONES**  | **TIME SCALE**  | Lead | **PROGRESS****01/04/2019-31/03/21)** |
| 3.1  | Develop the provision of learning and development around equality and inclusion.   | In response to engagement feedback and in compliance with the training Equality Act Specific Duty.  **All Protected Characteristics**   | * Embed EDI into PGCert.
* Embed EDI into the New to Teaching in HE course.
* Consider other opportunities for training/seminars/ workshops..
 | Ongoing, to be reviewed annually    | Deputy Director of CELT, Academic Subject Manager (Curriculum Design)  | EDI was purposely built into the PgCert and New to Teach programmes during this reporting period. CELT delivered bespoke EDI workshops in 20/21 upon request including: * workshops on 'Supporting Autistic Students' and
* 'Universal Design for Learning in the Language classroom' as well as
* Equality Impact Assessment workshops with a focus on EDI in learning, teaching and assessment.

In addition the Community of Expertise in Decolonising the Curriculum (through CELT ) organised a series of online sessions  |
| 3.5  | Undertake an exploratory study into the experiences of BAME students and staff at USW.   | In response to engagement feedback, the EHRC Inquiry into Racial Harassment and in compliance with the Equality Act General Duties.   **Race**  | * Undertake an exploratory study into the experiences of BAME staff & students at USW.
 | Sept 2020         | Deputy Director of CELT, Academic Subject Manager (Curriculum Design)  | Research undertaken in this period final analysis and report being prepared for Executive and will be available in next reporting period.  |

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| **OBJECTIVE 4 - We will extend our attractiveness as a university and college of choice for students and staff from diverse backgrounds, cultures and identities.**  |
| **REF**  | **ACTION**  |  **RATIONALE &** **PROTECTED CHARACTERISTIC**   | **KEY** **MILESTONES**  | **TIME SCALE**  | **Lead**  | **PROGRESS****(01/04/2019-31/03/21)** |
| 4.3  | Implement measures to reach the diversity targets within the Fee & Access Plan.   | To meet HEFCW’s Fee & Access Plan requirements and in compliance with the Equality Act General Duties.   Age, Disability, Race, Sex    | * Implement equality targets in Fee & Access Plan.
 | September each year   | Head of Planning & Performance   | As a result of the global pandemic HEFCW implemented a light touch to reporting however USW continued to track and monitor USW progress within its annual reporting, with its monitoring report for 20/21 submitted to Execs in December 2021.Groups identified by HEFCW as under-represented in higher education • Students of all ages from the bottom two quintiles of the Welsh Index of Multiple Deprivation 2014, including a sub-group of Children from Military Families • Students of all ages from the bottom quintile of the Welsh Index of Multiple Deprivation 2014. • Students of all ages studying part-time. • Students of all ages studying through the medium of Welsh. • People of all ages, including mature students, from UK low participation in HE areas. Groups supported through the institution’s institutional contribution to the Reaching Wider Programme • post-16 young people within the bottom two quintiles of the Welsh Index of Multiple Deprivation, working with the same priority schools, • adults without level 4 qualifications within the bottom two quintiles of the Welsh Index of Multiple Deprivation, to provide progression to level 4 provision, and • care experienced applicants and carers in all age groups across Wales Groups identified by the institution as under-represented in HE. • Students with disabilities • Students from BAME backgrounds for the University as a whole and for subject areas where populations are lower |

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| **OBJECTIVE 6 - We will take action to reduce the pay gaps at USW and The College.**  **These actions are also USW’s Gender Pay Action Plan. In compliance with the Equality Act Specific Duty on pay differences we publish a**[**Pay Policy Statement**](https://hr.southwales.ac.uk/usw-pay-policy-statement/)**that is reviewed annually.** |
| **REF**  | **ACTION**  |  **RATIONALE &** **PROTECTED CHARACTERISTIC**   | **KEY** **MILESTONES**  | **TIME SCALE**  | Lead  | **PROGRESS** **(01/04/2019-31/03/21)** |
| 6.1  | Publish USW’s mean and median gender pay gaps on the Government’s report tool annually.   | In compliance with Equality Act statutory duty on pay differences.   **Sex**  | * Gender pay gaps analysed and published annually.
* Data used to assess impact of actions undertaken to reduce gender pay gaps.
 | March each year  | Director of Organisational Development | [University of South Wales gender pay gap data for 2020-21 reporting year - GOV.UK - GOV.UK (gender-pay-gap.service.gov.uk)](https://gender-pay-gap.service.gov.uk/Employer/MgPpu7ch/2020)USW median hourly pay gap for this period stands at 5.7% |
| 6.2  | Undertake a full Equal Pay Review.   | In compliance with Equality Act statutory duty on pay differences.  **Age, Disability, Race, Religion & Belief, Sexual Orientation & Sex**   | * Equal Pay Audit Undertaken and recommendations developed.

  | June 2020   |  | Equal Pay Audit undertaken in May 2020 resulting in recommendations and creation of action plan for each characteristic overseen by Equal Pay Working Group.[University of South Wales Equal Pay Review May 2020 report](https://universityofsouthwales.sharepoint.com/sites/HumanResources2/Shared%20Documents/Forms/Recruitment%20documents.aspx?id=%2Fsites%2FHumanResources2%2FShared%20Documents%2FEqual%20Pay%20Review%2C%20May%202020%2Epdf&parent=%2Fsites%2FHumanResources2%2FShared%20Documents&p=true) |