



University of South Wales

Annual Equality Report

1st April 2022 to 31st March 2023

Should you require this document in an alternative format or if you have any queries relating to this report, please contact:

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Mae'r ddogfen hon ar gael yn Gymraeg
This document is available in Welsh

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1. Introduction

Welcome to the University of South Wales (USW) Annual Equality Report which covers the reporting period 1st April 2022 to 31st March 2023.

This report reflects and highlights the work that has been undertaken during this period. We have reflected upon our Strategic Equality Plan and actions through the undertaking of Equality, Diversity and Inclusion (EDI) Audit in April 2022. Where we acknowledged that we needed to move from a culture of compliance to embedding Equity, Diversity and Inclusion into the fabric of the University. Therefore to note this report will provide progress on key areas of progress in section 7 rather than an update on the static action plan. Work to re-develop our new Strategic Equality Plan and Objectives commenced in January 2023.

To note whilst the University of South Wales group is comprised of USW and two subsidiaries, the Royal Welsh College of Music and Drama and The College Merthyr Tydfil. The Royal Welsh College of Music & Drama and The College Merthyr Tydfil produce their own Annual Equality Report.

2. Our legal duties

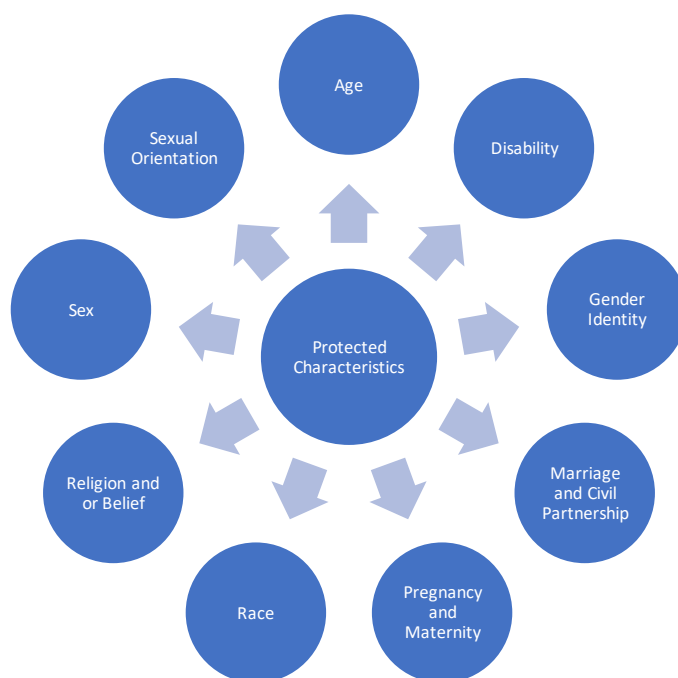
Under the Public-Sector Equality General Duty, public bodies must:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protective characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

And to have due regard for advancing equality by:

- Removing or minimising disadvantages experienced by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Protective Characteristics under the Equality Act 2010:



As well as the general duty, we must meet the specific duties, which are set out in the Equality Act 2010 (Statutory Duties), and the (Wales) Regulations 2011.

These duties came into force in Wales on 6 April 2011 and include:

- developing four yearly Strategic Equality Plans;
- involving and engaging stakeholders including the public when developing plans, policies and shaping services;
- undertaking appropriate equality impact assessments;
- collecting and publishing information about equality, employment and differences in pay;
- promoting equality-based staff training;
- considering equality when buying services and agreeing contracts;
- publishing our Annual Equality Report;
- reviewing our equality plans and objectives to make sure they are current;
- making sure people can access the information we provide.

3. USW Equality Commitment

USW is committed to its equality journey through collaboration and co-production with our colleagues and students to create equitable spaces for all. Where boxes do not define us and ensuring that equality is at the heart of what we do.

We are committed to creating and maintaining an inclusive learning and working environment, where equality is advanced, diversity is valued, there is equitable access to success and discriminatory behaviour is not tolerated.

Taking inspiration from our students and our community, we are committed to tackling stigmas and removing barriers. We will achieve this through a shared sense of belonging and co-production as a USW family.

4. Who we are

The University of South Wales (USW) is one of Britain's most exciting and ambitious universities. Innovative, thriving and sustainable, we work to build better futures for our students, our communities and our partners economically, socially and culturally.

USW places engagement, collaboration, and partnership working at the heart of everything we do, working alongside business, industry, and the social economy, to address identified needs and achieve the best outcomes for individual learners and organisations. We work in collaboration with industry, researching and innovating to tackle some of the biggest global challenges, from energy and health to security and sustainability.

USW is a vocationally-focused university, preparing students to support key industries now, and in the future. Employers work closely with USW to co-create curriculum that supports their future needs. This provides them with a skilled and relevant workforce that they can rely on with a large pipeline of graduates coming out of USW and our partner institutions each year. We are generating the workforce that employers tell us they want and need.

We are a multi-disciplinary university with a strong track record for our partnerships, widening access, and student success, with almost half of students at USW coming from areas within the bottom two quintiles of the Welsh Index of Multiple Deprivation (WIMD) - significantly above average for higher education institutions in Wales and the UK.

We have three campuses in Cardiff, Newport and Pontypridd and have two wholly owned subsidiaries, the Royal Welsh College of Music and Drama and The College Merthyr Tydfil.

5. How we monitor our progress

To ensure USW EDI agenda is monitored effectively governance reporting lines have been strengthened during this reporting period. A new Executive position has been created with direct responsibility for EDI within their portfolio, Chief People and

Inclusion. Direct reporting by EDI Team to USW Board of Governors has been introduced bi-annually coupled with quarterly reporting to Executive Team.

This is underpinned by the continuation of the University's Equality & Diversity Steering Group (EDSG), which meets quarterly and has representation from all departments, faculties, Trade Unions, Students' Union, The College Merthyr Tydfil and the Royal Welsh College of Music and Drama. To ensure independence this group remains chaired by the University's Secretary. The group considers all equality issues and protected characteristics, oversees compliance with the Equality Act 2010 and provides strategic direction for the USW Group's equality agenda. EDSG has overarching responsibility for the implementation and review of the SEP.

Equality subgroups remain under review during this reporting period whilst personnel and restructuring has taken place across the organisation. With exceptions of the following equality subgroups Race, Religion and Belief Equality Subgroup and Digital Accessibility Working Group both which report directly into EDSG.

6. Identifying, Collecting & Using Relevant Information

6.1 The Steps Taken to Identify and Collect Relevant Information

Under the Equality Act statutory duties for Wales, equality monitoring data of colleague and students is classed as 'relevant information' to support the Strategic Equality Plan.

USW monitors all protected characteristics of colleagues through an online recruitment system and HR system. Applicants are able to input their equalities data confidentially as part of the application process. This enables HR to produce yearly reports on the success rate of candidates through all stages of the recruitment process anonymously by protected characteristics. The HR system contains a 'self-service' option for existing colleagues to provide their own equality data. This data is presented within Appendix 1.

Student enrolment takes place at the start of each academic year through an online system, which includes equality monitoring for all protected characteristics. This data is stored securely and used anonymously to report on student populations of equality groups, as contained within the Student Equality Data Report in Appendix 2.

Both this and the Employment Information reports are presented to the EDSG, the USW Executive Team and Culture People and Values Committee each year for analysis and scrutiny. They are used to assess trends and imbalances and inform development of the equalities agenda.

6.2 Reasons for Not Collecting Relevant Information

The University collects all protected characteristics for colleague and students, with the exception of the following:

Pregnancy and Maternity

Information on pregnancy/maternity for students is not collected during enrolment. However, USW supports students who are pregnant or have recently given birth through its guidance for students on pregnancy, maternity, paternity and adoption and through the Student Advice Zones. Human Resources holds information on colleague on pregnancy/maternity for the purposes of administering maternity and paternity leave.

Marriage and Civil Partnership

Data on marital and civil partnership status is currently collected for colleagues, but not for students. As marriage and civil partnership is not a protected characteristic for the higher education provisions, there are no plans at present to introduce monitoring of this characteristic for students. For both colleagues and students, the gender-neutral title 'Mx' is available for use in both systems.

6.3 Statement on the Effectiveness of Arrangements for Identifying and Collecting Relevant Information

Significant efforts are made to identify, collect, analyse and use relevant information. The arrangements in place for this are effective, with new ways of using relevant information being developed, reviewed and revised regularly.

The robust equality governance structures in place at the University ensure that there is detailed focus upon examining the evidence base for equality and inclusion priorities and analysis of the impact of actions undertaken, in addition to understanding and implementing research and good practice guidance.

7. Strategic Equality Progress Report 2022-2023

As highlighted in section 1 following review and consideration of our existing Strategic Equality Action Plan as part of EDI Audit in April 2022, it was acknowledged that there was a need to move from a culture of compliance to embedding Equity, Diversity and Inclusion into the fabric of the University.

Therefore the below highlights the University's EDI journey during this reporting period and commencement of development of new Strategic Equality Plan.

7.1 External and internal visibility

In Spring 2022 USW external Equality, Diversity and Inclusion web page went live [Equality, diversity and inclusion | University of South Wales¹](https://www.southwales.ac.uk/about/equality-diversity-and-inclusion/). This external presence

¹ <https://www.southwales.ac.uk/about/equality-diversity-and-inclusion/>

will hopefully enable the university to showcase its commitment to EDI. By providing potential colleagues and students an insight into the breadth of EDI work being undertaken.

Since going live on 3rd March 2022 USW external Equality, Diversity and Inclusion web page [Equality, diversity and inclusion | University of South Wales²](https://www.southwales.ac.uk/about/equality-diversity-and-inclusion/) continues to be updated. With the most updates including the launch of USW new Inclusion video by Vice Chancellor Ben Calvert on the 15th December 2022 at our Newport City Campus. It should be noted that all actors and production crew are USW students, graduates and/or Entrepreneurs.



This external presence will hopefully enable the university to showcase its commitment to EDI.

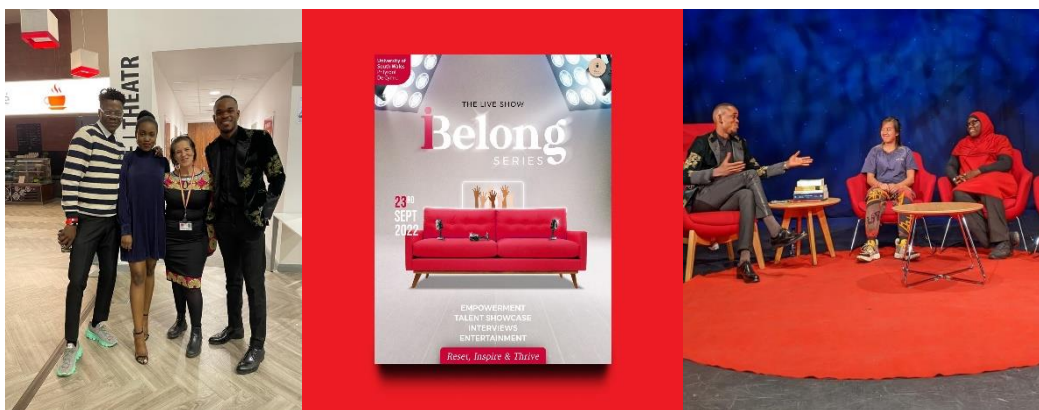
During the Autumn term work commenced on the construction of our dedicated Equality, Diversity and Inclusion space on Connect. Providing direct and visible access to colleagues of EDI work going on across the University including:

- EDI Resource page
- Race Equality
- Disability
- LGBTQ+ site
- Athena Swan
- Equality Impact Assessments
- Inclusion Champions Schemes

7.2 Enhancing the student voice

The EDI Team has been working closely with our International Student community, supporting the development of USW iBelong series as part of Student Tequila Radio. Commencing with a live launch event on the 23rd September 2022 at Cardiff campus. Working in partnership with FBCI this work will be accelerated in 2023 as part of Race Equality Charter work, propelled with the successful recruitment of Springboard Graduate, Dooake Sonrandein to lead this work.

² <https://www.southwales.ac.uk/about/equality-diversity-and-inclusion/>



In addition to this work collaborations between the EDI Team Urban Circle a Newport based Youth Arts Engagement Organisation, Head of Global Business and MBA Students the University hosted its first end of year International Student celebration at our Newport City campus on the 15th December.



Further partnership work has been undertaken during this reporting period with to build trust with community LGBTQ+ groups. Resulting in a physical presence at Pride Cymru and Pride in the Port in collaboration with Glitter Cymru (LGBTQ+ Global Majority group) and the provision of meeting space on our Newport campus for Trans Aid Cymru. Alongside USW provided full event sponsorship to Cardiff's first International Lesbian Film and Arts Festival LezDiff, developed and hosted by USW Alumni members.



Strong links have been forged with USW Communication Team alongside USW Digital and Marketing colleagues across USW, to plan and deliver content for specific national dates and events for full list for this reporting period please see Appendix 3.

7.3 Race equity journey

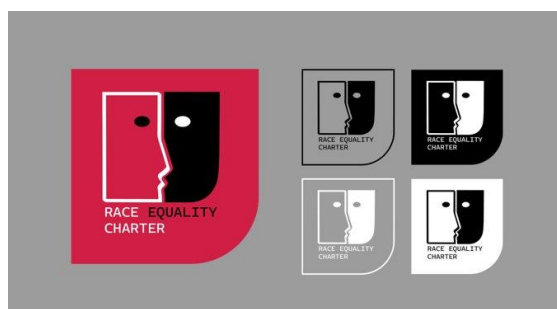
USW signed up to Advance HE Race Equality Charter in September 2020 with work accelerating in this reporting period following in Spring 2022 HEFCW announced that it would be funding all Welsh Universities to reach Advance HE's Race Equality Charter Mark by 2025.

To ensure progression has been meaningful and embedded utilising HEFCW funding USW appointed a full-time Race Equality Charter Project Manager and a Race Equality Charter Senior Research Assistant. With a clear and active commitment from the University's Executive Team in becoming an Anti-Racist organisation. Framed within the Advance HE Race Equality Charter 's [five fundamental guiding principles](#), and in line with the Welsh Government's [anti-racist action plan](#) to tackle racialised inequity in its many intersecting facets.

As part of the University's action plan and to lay a solid foundation, USW commissioned in-person Anti-Racist workshops with roll out commencing in December 2022 starting with USW Executive Team. The purpose of these Anti-Racist workshops has been to provide brave spaces and offer consistent messaging across the organisation of what it means to be a truly Anti-Racist organisation. In addition to Anti-Racist workshop a series of critical conversations have been developed:

- White Privilege; Importance of Language; Race and Intersectionality.

To enhance and enable collaboration and branding of USW Race equity journey students and entrepreneurs were invited to submit design applications for USW Race Equality Charter logo. With the below logo being chosen by a panel of colleagues



Following the successful submission to the University's Graduate Springboard program in January 2023 the EDI Team was joined by Race Equality Springboard Graduate for 6 months. The overall aim of this role was to further enhance the student and colleague voice through a number of projects as part of USW iBelong Race Equality series. This included:

- Development of a Radio App which will be managed and lead by students. Currently students are creating podcasts as part of the development of a podcast library ready to go live once Radio App software has been approved.
- Development and deliver a Cultural Festival
- Development of an EDI video highlighting the inclusive experiences of staff and students.

7.4 Differential Attainment - Awarding Gaps

During this reporting period work in this area has taken on meaningful purpose with the creation and utilisation of clear data sets and action planning. This work is headed by USW Deputy Vice Chancellor Professor Donna Whitehead and lead by the University's Learning, Teaching and Enhancement Committee (LTEC). This work has been presented to Academic Board, Quality Assurance Committee, EDSG, Executive and Culture People and Values Committee throughout this reporting period.

As part of LTEC which is a pan-University Committee existing action have been brought together into a one University Action plan. This action plan and areas of most concern are continuous reviewed with operational Task groups being established as necessary. During this reporting period a Retention Taskforce was established with the aim of understanding and identifying patterns and characteristics of those students exiting their studies to help create informed and targeted interventions.

7.5 Development and implementation of transparent identity based discrimination, bullying, harassment and or violence reporting platform.

In response to internal and external reports including Universities UK (UUK)², the Equality and Human Rights Commission (EHRC)³, Advance HE⁴ and Higher Education Funding Council for Wales (HEFCW)⁵. In Spring 2022 the University commenced work to introduce a transparent identity based bullying, discrimination, harassment and or violence reporting system. This work aligned to Aim 6 of the Universities Wellbeing and Health strategy 2021-2022 following allocated funding from HEFCW of £343,975 in October 2021:

Aim 6 : Align student and staff well-being and health policies and initiatives with other internal drivers for change to foster an inclusive and supportive community

Following initial scoping and research it was acknowledged that HEIs across England were progressively more advanced in terms of visible access for their students, colleagues and third parties to report and support systems, all provided by [Culture Shift](#)⁶. Currently Culture Shift is the preferred sector provider, providing Report & Support systems at this time to 83 Higher Education Institutions.

Following a period of sharing findings with key stakeholders and submission of recommendation paper to project sponsors in April 2022 significant progress was made in May 2022. With collaboration between EDI Team, Student Services, Student Casework, HR, IT, Procurement and Legal significant strides were made with the agreement to the piloting and engagement of Culture Shift's Report & Support system for an initial 3-year period. Funding allocation was ringfenced from existing HEFCW funds.

The University undertook a soft launch of the platform on the 16th March 2023 with the aim of full launch during first term of new academic year 23/24.

7.6 Changes to recruitment practices to ensure visibility and transparency

Following the review and analysis of our annual equality data as part of Annual Equality Report 2020-21 there was a recognition that the data highlighted potential inequities for applicants from Black and Ethnic Minority and those from the LGBTQ+ backgrounds. To address potential pinch points actions and recommendation from [Race in the workplace: The McGregor-Smith review](#)³ work commenced in spring 2023 to introduce anonymous shortlisting with the aim of completion by summer 2023.

7.7 Digital Advancements in line with WCAG 2.1

Work in this area is driven by USW Digital Accessibility Working Group (DWAG) a sub operational equality group chaired by the University Secretary with responsibility to the University's Equality and Diversity Steering Group (EDSG).

In July 2022 USW Centre for the Enhancement of Learning and Teaching (CELT) completed Blackboard Accessibility Statement. Supernova, reading assistance software for visually impaired students and colleagues was re-installed by IT and Learning Services making it fully accessible and compliant with legislation.

³https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

To assist colleagues in ensuring all documents in particular PDF documents were accessible advice was circulated to users in relation to setting the default language using the /Lang entry in the document catalogue of a PDF document. To further aid colleagues in ensuring any learning and training material are developed with accessibility at its core, training was sourced and delivered via AbilityNet.

To strengthen and embed this work DWAG has created a University wide Digital accessibility policy during the Autumn term with publication in Spring 2023. Following a period of consultation and approval via EDSG. This work has resulted in USW being placed on Silktide Accessibility Index.

7.8 University of Sanctuary

A tremendous amount of work continues to be undertaken in this area, with work being led by Dr Mike Chick. The below update highlights the work undertaken during this reporting period:

- Two of our Sanctuary Scholars graduated with distinctions on PG awards in summer 2022. Both scholars also won National awards from the Learning and Work Institute for “learner” of the year awards – held at St Fagan’s earlier this year.
- USW continue to fund Pre-sessional language courses for refugees and people seeking asylum. Over a dozen students either took a free language test and/or attended a full time intensive course thus removing this barrier and gaining them access to HE study.
- USW have been providing free English language education classes to Ukrainian refugees resettled in RCT. These have been running since June 2022 on our Treforest Campus and are set continue into 2023.
- USW Sanctuary launched a Student Action for Refugees (STAR) group in October 2022. The group of English and TESOL BA students run a weekly conversation and social outings class for refugees resettled in RCT and also plan to run a series of information events to educate staff and students about refugee issues.
- USW is considering sponsoring a CARA (council for at-risk academics) Fellow – an academic from Afghanistan now seeking sanctuary in the UK.
- USW is currently advertising for the post of Refugee Coordinator as the ongoing humanitarian crises around Afghanistan, Syria, Ukraine and Hong Kong mean that universities continue to play a key role in the resettlement and integration of displaced people in Wales.

7.9 EDI Faculty spotlight – Faculty of Business and Creative Industry

As part of our review and reflection of our EDI work including of Strategic Equality Action plan we undertook a EDI Audit in April 2022 where it was recognised that there are currently no Faculty equality action plans in place. Therefore as part of this Annual Equality Progress report we have included a snap shot of good practice within our Faculty of Business and Creative Industry from June 2022 to December

2022 to identify the breadth of work taking place. Within our new SEP 2024 – 2028 all Faculties will be expected to have clear actions that assist the University in delivering its Strategic Equality Objectives.

In June 2022 20 Black and Ethnic Minority students from our MA Film, Set Design and other FBCI courses worked on the [Black Cake](#)⁴ TV series at Great Point Seren Studios in Wentloog. Providing clear work experience for our Black and Ethnic minority students who are currently under-represented at USW. This is a £multi-million international co-production, set in Jamaica, London and USA with a predominantly Black and Ethnic Minority cast. It's being made by Oprah Winfrey's production company (Harpo) and is due to hit screens next summer/autumn.

June 2022

- MBA Global students participated in a 'Future Leaders' style skills development day delivered by USW Careers on the Newport Campus City rooftop this week. The students completed a range of activities designed to promote the development of negotiation, communication, and interview skills to help them develop key business skills, prepare to secure placements and graduate jobs.
- The Widening Participation Sub-group welcomed a group of young creatives and content makers from [Urban Circle Newport](#) to campus on 8th June for a HE visit day. These passionate young people gained hands on experience and insight into our Film and VFX provision.
- Dr Helen Davies presented her paper on *Inclusivity in the Metaverse* at the prestigious AWE conference, Santa Clara, California.
- Tom Ware chaired a USW-sponsored panel of guests from the film & TV industry to discuss the challenges of finding and retaining new and diverse talent as part of the Wales Screen Summit.
- Head of Learning, Teaching and Student Huw Swayne will be presenting at the WonkHE Event *"Taking action on belonging and inclusion"* showcasing best practice in the Faculty in Course Design, Induction and Student Support
- Professor Florence AYISI presented a documentary film about the experiences of Black and Ethnic Minority families and communities during the pandemic. The event was hosted by Naz Shah, MP and the discussion that followed focused on how policymakers and parliamentarians can work together to improve the resilience of Black and Ethnic Minority communities.
- Reseach@4 are hosting a series of live discussions sharing our world leading and internationally excellent research, kicking off with 'Women in Research' on 20th June in the Atrium. Women in Research will look at how women are creating impact in different areas of research, featuring speakers, Dr Sarah Crews, Dr Rachel Lock-Lewis, and Dr Lauren Josie Thomas
- Refugee Week with a talk by Eric Ngalle Charles on his new collection of poetry, a screening of an animation film by one of the USW Sanctuary

⁴ <https://www.imdb.com/title/tt15475330/>

Scheme students, and a film about the *Speak to Me* project. To be held at Treforest on the 20th of June,

- The Faculty/ USW is main sponsor of the Tafwyl Welsh language and culture festival held at Cardiff Castle on 18-19 June. The festival is free to all. We're also hosting many of the fringe activities in the week running up to the festival weekend, several of which are taking place at the Atrium. This link takes you to the fringe programme (scroll down for Fashion, Performance, Animation, Performance, and Design events at Atrium)
- As part of Pride month, graduate and staff member Dave Sinclair who talks about helping start up the Cardiff Foxes – South Wales' first LGBTQ+ running club

July 2022

- Dr Llŷr Roberts accepted the Excellent Welsh Medium Resource Award for the ebook *Cyflwyniad i Farchnata (Introduction to Marketing)* at Coleg Cymraeg Cenedlaethol's annual awards evening.
- The Student Recruitment Team hosted a *Widening Participation Welsh Language* taster day on-campus for local schools. The event was funded by the Coleg Cymraeg Cenedlaethol and showcased Welsh language provision at HE Level. FBCI subject areas showcased included - Media Production, Design, Business, Law and Performance.
- Prof Florence Ayisi, with colleagues Dr Wendy Booth and Emyr Jenkins. The research discusses empowering the BAMEFC community through positive representation, with particular focus on documentary film making.

October 2022

- As part of USW's Black History Month program, Professor Chris Evans, Tim Galsworthy, and Dr Adeola Dewis were joined by artist and dancer, Mary-Anne Roberts-O'Reilly, to discuss the topics of race and memory at Research@4's latest panel talk, *How Have Black Lives Mattered* on Wednesday (26th). The group looked at how the Black Lives Matter movement has gained worldwide attention in the last 10 years and how it has been building for decades.
- Nine artists from different provinces of China, who are both university teachers and independent artists with open a photography exhibition at College Street Studios. [*Journey to the Moon and Sun*](#) is a project initiated by visiting scholar Zhang Qiuwen under the guidance of Professor Mark Durden and Peter Finnemore. The exhibition will run from Friday this week (28th) till November 12.
- MA Arts Practice (Arts, Health and Wellbeing) student Sharon Kostini is launching 'A Taste of Africa' on Friday 28th October from 5pm. 'A Taste of Africa' – a weekend of cultural and arts events at Queen Street, Capitol Centre, unit 3 ground floor entrance. Celebrating the end of Black History Month, the event gives visitors a taste of African music, fashion and arts.
- Dr Thania Acarón was invited to Chadwick School in Los Angeles to talk about USW Drama & Performance. Thania ran workshops on identity and

performance for National Coming Out Day, and developed her LGBTQ+ physical theatre work, Mixology, with the dance company.

- MBA Global students attended a special guest lecture entitled '*Multilateralism and Threats to a Rules-Based International Order*' delivered by Sir Emyr Jones Parry, former UK representative on the United Nations Security Council.
- Photojournalist, Nelly Ating, kicks off our Guest Lecture programme this year. Nelly Ating is a photographer who focuses on questions of identity, education, extremism, and migration. Her photographic work documenting the rise of Boko Haram terrorism between 2014 and 2020 in Northeast Nigeria shone a light on the intersections of radicalisation and the aftermath of conflict.
- Dr Laura Stephenson has been shortlisted for a prestigious Times Higher Education Award. The THE Awards are often referred to as the "Oscars" of higher education recognition in the UK and Ireland. She's been nominated for 'Most Innovative Lecturer' for her work on the Gender and Media Production module which breaks new ground by bringing together media theory and workplace practice. The Awards ceremony is in London on November 17th, where Laura is up against seven other entries from Senior Lecturers, Associate Professors and Professors from around the UK and Ireland.
- MA Film student Mashroor Parvez's Bengali language feature [Going Home](#) was released in Cinemas across the UK, including the O2 Arena. The first time a Bengali film has been screened at the O2, it tells the story of a man working for a criminal enterprise, who finds it affecting his everyday relationships.
- USW Cardiff hosts the Iris Prize Festival, the world's leading LGBTQ+ film festival, with screenings and talks from film makers around the world taking places across Cardiff. This year, a panel of FBCI students will be selecting Iris' overall winner – the first time a student jury has been given the honour of awarding such a prestigious prize.

November 2022

- [Professor Florence Ayisi](#) has been recognised for her outstanding achievement in film, at the Silicon Valley African Film Festival in California. The multi award winning documentary filmmaker was presented with a Special Achievement Award at the festival, where her recent film, The Bronze Men of Cameroon, was screened.
- MBA Global students attended a special guest lecture delivered by Professor Nick Rick, a global expert on lean thinking and high performing organisations. During the lecture Professor Rick shared his rich knowledge of how Toyota and other global companies benefit from the lean manufacturing application
- Student Action for Refugees (STAR) group. Devon Palmer, a third year English and Creative Writing student is running the group. The inaugural "Conversation Club" event took place in the Meeting House on Tuesday 15th and was attended by students, staff and Ukrainian refugees housed on the Treforest Campus. The event was a wonderful experience for all involved and will take place weekly from 1-2 at the Meeting House on Tuesdays

December 2022

- Research @ 4 – LIVE 7th Dec : Understanding and Supporting Refugees and Those Seeking Asylum How can we support refugees and asylum seekers in our communities and in a wider field? Professor Palash Kamruzzaman, Barrie Llewelyn, and Dr Mike Chick discuss their work on understanding and supporting refugees and those who are seeking asylum. With screening of Ida Mirzaee's film, "Final Step".
- Sumaya Khan, a year 3 Business & Management student has recently participated in the eqUIP internship programme as part of the Commonwealth Sports Federation (CSF) global development initiative. Sumaya has recently returned from Botswana where she worked with the Commonwealth Games Associations (CGA) as an eqUIP intern

7.10 Strategic Equality Planning new cycle 2024 – 2028

In January 2023 USW commenced phase one of our new cycle of Strategic Equality Planning, ready for publication on the 1st April 2024.

To ensure we move from compliance to embedding EDI in our systems, process, procedures and culture across the University we are utilising Equity by Design approach. Meaning that phase one is focused on reviewing, analysing and comparing our EDI data to highlight areas of concerns. With development framed utilising equality impact considerations and assessment.

In relation to areas of concern and proposed actions we propose undertaking the following engagement and consultation in Phase two of SEP development:

- Workshop with Executive Team
- Workshop with Senior Leadership Team
- Workshop with Board via Culture, People and Values committee
- Workshop with Student Union
- Workshop with Trade Union
- 6 engagement events open to students, colleagues; partners and community members
- Provision of an online survey

To note USW commissioned Third Sector partner Diverse Cymru to undertake engagement events and online survey.

8. Conclusion

This report reflects upon progress during the third year of USW's Strategic Equality Plan for 2022 to 2023. This report highlights achievements during this period, along with areas that require additional focus. It has been recognised that whilst strides have been made to embed inclusion into everything we do we still have work to do. The University has taken strides to address this through our new cycle of Strategic Equality Planning by taking a whole University approach.

Appendix 1

Campaigns / Events

A Task and Finish group was set up for [Black History Month](#) 2022. Throughout the month, we promoted a series of events and personal stories, adding them to the Black History Month page on our external website. We also shared a series of videos produced by the Startup Stiwdio, highlighting the work of Black graduate entrepreneurs. This content was also shared on USW's social media channels.

We are in the process of planning content for [LGBT+ History Month](#) (February) and [International Women's Day](#) (8 March).

A Tomorrow Matters panel event focusing on diversity and inclusion in sport was held with FLSE on Thursday 19 May 2022: [Tomorrow Matters: previous events | University of South Wales](#)

External stories (20 December 2022 - 26 April 2022)

Examples of equality-focused stories / articles:

- 20 December 2022: [USW students celebrate sold-out show with Hijinx Theatre | University of South Wales](#)
- 12 December 2022: [USW student midwives raise money for families in need | University of South Wales](#)
- December 2022: [Student benefits from using bespoke wheelchair camera mount | University of South Wales](#)
- 1 December 2022: [Film highlights access to education for homeless young people | University of South Wales](#)
- 18 November 2022: [Transgender Awareness Week | USW research shows effective LGBTQ+ informed services could reduce substance-related harms | University of South Wales](#)
- 28 October 2022: [National Care Leavers Week | Interview with Jayne Tanti, Care Leaver Coordinator at His Majesty's Parc Prison | University of South Wales](#)
- 18 October 2022: [Domestic Violence Awareness month 2022 | USW research network says organisations can take further steps to support domestic abuse survivors | University of South Wales](#)
- 17 October 2022: [FareShare Cymru benefits from promotional film by USW students | University of South Wales](#)
- 28 September 2022: [National award finalist Kathryn wants to be a role model for women in the property sector | University of South Wales](#)
- 21 September 2022: [South Wales Police bursary scheme for students from Black, Asian, and ethnic minority backgrounds | University of South Wales](#)
- 1 September 2022: [Helping make theatre more inclusive for blind and partially sighted young people | University of South Wales](#)
- 22 July 2022: [Graduation Tales | Callum surpassed his own academic expectations | University of South Wales](#)
- 20 July 2022: [Graduation Tales | Dyslexia diagnosis helps Luke achieve first-class honours | University of South Wales](#)

- 19 July 2022: [Graduation Tales | Leanne uses experience of homelessness to drive degree success | University of South Wales](#)
- 18 July 2022: [Graduation Tales | Curtis took a chance and turned his life around | University of South Wales](#)
- 1 July 2022: [Impactful films by USW researchers praised at Westminster event | University of South Wales](#)
- 29 June 2022: [Pride Month | Why working with LGBT+ young people is important to me | University of South Wales](#)
- 28 June 2022: [Pride Month | Photography student shares stories of queer people of colour | University of South Wales](#)
- 22 June 2022: [Pride Month | exploring hybrid identities through physical theatre | University of South Wales](#)
- 20 June 2022: [Refugee Week 2022 | Providing support to displaced academics and Ukrainian refugees | University of South Wales](#)
- 14 June 2022: [Refugee Week 2022 | a celebration of poetry, animation and projects at USW | University of South Wales](#)

Internal stories (20 December 2022 - 26 April 2022)

- 19 December 2022: [Launch of new USW inclusion video \(EN\) \(sharepoint.com\)](#)
- 7 December 2022: [Promoting our Welsh Language Counselling Service \(EN\) \(sharepoint.com\)](#)
- 6 December 2022: [New Welsh beginner course from Learn Welsh Glamorgan - January 2023 \(EN\) \(sharepoint.com\)](#)
- 2 December 2022: [Ada Lovelace Day Celebration \(EN\) \(sharepoint.com\)](#)
- 14 November 2022: [Creating decolonisation resources: Funding applications now open \(EN\) \(sharepoint.com\)](#)
- 9 November 2022: [Football Festival to mark Men's Football World Cup \(EN\) \(sharepoint.com\)](#)
- November 2022: [Online Welsh language courses available for colleagues with Learn Welsh Glamorgan \(EN\) \(sharepoint.com\)](#)
- 26 October 2022: [USW Family | Focus on ... supporting care leavers \(EN\) \(sharepoint.com\)](#)
- 19 October 2022: [International Pronouns Day 2022 \(EN\) \(sharepoint.com\)](#)
- 17 October 2022: [Menopause Awareness Day \(EN\) \(sharepoint.com\)](#)
- 12 October 2022: [USW Family | World Mental Health Day: Eliza-Bethany Simmonds-Trigwell and Jamie Evans \(EN\) \(sharepoint.com\)](#)
- 7 October 2022: [Shwmae Day \(EN\) \(sharepoint.com\)](#)
- 7 October 2022: [An opportunity for staff to obtain the Welsh Language Skills Certificate FOR FREE \(EN\) \(sharepoint.com\)](#)
- October 2022: [Introduction to Black British Professionals in STEM \(BBSTEM\) Network \(EN\) \(sharepoint.com\)](#)
- 30 September 2022: [CELT funding call for the creation of decolonisation resources \(EN\) \(sharepoint.com\)](#)
- 20 July 2022: [Welsh Language Standards training \(EN\) \(sharepoint.com\)](#)
- 13 July 2022: [USW welcomes Ukrainian refugees with accommodation and support \(EN\) \(sharepoint.com\)](#)

- 21 June 2022: [USW Family | Refugee Week 2022 \(EN\) \(sharepoint.com\)](#)
- 24 May 2022: [USW sponsors Tafwyl 2022 \(EN\) \(sharepoint.com\)](#)
- 19 May 2022: [Welsh Language Standards course for colleagues \(EN\) \(sharepoint.com\)](#)
- May 2022: [Chaplaincy celebrates Eid with USW's Muslim community \(EN\) \(sharepoint.com\)](#)
- May 2022: [IDAHOBIT – 17 May: Dance Movement Psychotherapy online event \(EN\) \(sharepoint.com\)](#)