



Bournemouth
University

Equality, Diversity & Inclusion

Inclusion

Annual Report

2022

[bournemouth.ac.uk/diversity](https://www.bournemouth.ac.uk/diversity)

@EqualityatBU

We would like to thank the students, staff and members of the wider community who have worked with BU to deliver this programme of work that would not have been achieved without their engagement and support. We look forward to continuing this work in conjunction with BU2025 as we endeavour to embed inclusivity throughout BU.

Jim Andrews, Chief Operating Officer, Karen Parker, Director of HR Services

1. Our Equality Duties

1.1 The Equality Act 2010, created the Public Sector Equality Duty (PSED) which brings together the

equality duties across all of the protected characteristics. In accordance with our obligations under this we are required to,

- x Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by or under the Act,
- x Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it,
- x Foster good relations between people who share a protected characteristic and those who do not.
- x Publish gender pay gap information that is accessible to all employees and to the public (See section 1.5 below)

1.2 As a public institution we are required to publish information to demonstrate our compliance with the duty in addition to setting equality objectives.

1.3 The Higher Education Code of Governance published in September 2020, is supporting HEIs to deliver high standards of governance across institutions. One of the key elements is inclusivity and incorporates key values relating to equality, diversity, accessibility, participation and fair outcomes for all. Other expectations outlined in the Code in respect of inclusivity and diversity are; legislative compliance, elimination of unlawful discrimination, harassment and victimisation, and

- x The importance of undertaking equality analysis on our major decisions and policies is a range of the development provided to managers and staff,
- x As part of our action to address racial inequality and inclusivity and in addition to our REC application we have enhanced available resources for staff, including Podcasts about lived experience, talking about race and we have again made available to both staff and students the Santander Union Black training and development.
- x Implementation of a Reverse Mentoring Pilot, aligned to work on Race Equality. This provides an opportunity for staff who identify as Black, Asian or any other ethnic minority to talk about their experiences and for senior staff across BU to increase their insight into the lived experiences of underrepresented groups and the potential barriers they face. This development is being supported by the launch of a few Race Equality Staff Group.
- x A new Sexual Harassment and Sexual Misconduct policy, with enhanced reporting and sign posting, including new Intranet Pages, of resources for staff and students agreed in 2022. Sexual harassment law is already included in the new EDI considerations for managers workshops. We are taking further action to tackle sexual harassment and sexual misconduct through development and awareness raising.
- x Workshops on sexual harassment and misconduct awareness and guidance on the new Sexual Harassment and Sexual Misconduct policy will be delivered in 2023.
- x We supported the design and delivery of workshops in faculties in relation to disability and neurodiversity, understanding and challenging assumptions and focus on accessibility and inclusive design.
- x In 2022 we developed and delivered a training session on Safeguarding in its broadest sense, initially aimed at Apprentices and staff who teach or support them, with the potential to be rolled out as part of a set of wider mandatory safeguarding training expectations for all staff. This will form part of a training matrix which is currently being considered.

2.1.3 BU has adopted the IHRA working definition of Anti-Semitism following extensive and helpful discussions with CE. Any allegations of anti-Semitism activities by a member of the BU community would be investigated via the appropriate student e9nt Body <</MCii safegueties saf0 Tw [(m (BU commedu (-)1.stigatep (offor)9.3 (l)-8se (isT

from 14% in 2008) and that the overall 2022 BU pay gap of 15% is marginally lower than the overall pay gap reported in the 2021 ASHE report.

The Equal Pay Working Group meet on a regular basis to consider the data, any inequalities that may be identified and compile an appropriate action plan to address them. A review of the data over the last four years has identified

- x Staff at Bournemouth University from BME backgrounds earn 105% of that earned by white colleagues (increasing from 103% in 2020 and the same as in 2014) however, with the exception of grades two and eleven, staff from BME backgrounds earn between 6% less than their white counterparts in each pay grade as reported previously. It is stated that the difference can be explained by specific ethnic groups (e.g. Asian and Other Ethnic Groups under the BAME term) earning more than white counterparts.
- x As identified in previous Equal Pay reports, this is possibly explained by individuals from specific ethnic groups earning more on average than white staff.
- x Bournemouth University employees who have declared a disability earn on average 99% of that earned by those who have not declared a disability (increasing from 98% in 2020). This is the best result for this metric since the inception of biennial equal pay reviews in 2014.

7.1.1 The objective of our gender equality work under the Athena SWAN initiative 3 (v)- reW* 5DC Qq0 0 54 (3 (v)-

	2019/2020	2020/2021	2021/2022
Sexual orientation	6% LGB	7% LGB	8% LGB
Religion and Belief	26% Christian; 3% Muslim	26% Christian; 2% Muslim	25% Christian; 3% Muslim
Sex	52% Female; 48% Male	53% Female; 47% Male	53% Female; 46% Male

Table 2: Postgraduate taught student equality data composition by protected characteristic

	2019/2020	2020/2021	2021/2022
Age	36% are aged over 30	38% are aged over 30	45% are aged over 30
Ethnicity (home)	16% BAME (of which, 4% Asian; 7% Black; 3% Mixed; 1% Other); 82% White	16% BAME (of which, 4% Asian; 8% Black; 3% Mixed; 1% Other); 82% White	16% BAME (of which, 5% Asian; 1% Chinese, 7% Black; 3% Mixed; 1% Other); 81% White
Ethnicity (international)	81% BAME (of which, 4% Arab; 51% Asian; 12% Black; 11% Chinese; 2% Mixed; 1% Other) 17% White	86% BAME (of which, 2% Arab; 56% Asian; 20% Black; 7% Chinese; 1% Mixed; 1% Other) 12% White	91% BAME (of which, 2% Arab; 50% Asian; 29% Black; 5% Chinese; 3% Mixed; 2% Other) 6% White
Ethnicity (all)	47% BAME (of which, 2% Arab; 27% Asian; 9% Black; 5% Chinese; 3% Mixed; 1% Other) 51% White	50% BAME (of which, 1% Arab; 29% Asian; 13% Black; 3% Chinese; 2% Mixed; 1% Other) 48% White	50% BAME (of which, 1% Arab; 25% Asian; 17% Black; 3% Chinese; 3% Mixed; 1% Other) 47% White
Disability	11% Disclosed disability	10% Disclosed disability	10% Disclosed disability
Gender identity	1% Trans and Non-Binary	0% Trans and Non-Binary	0% Trans and Non-Binary

13.8.3 Continue with existing programme of development and action in relation to Disability
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14. Events

- 14.1 Opportunities will be taken throughout the year to promote the institutional inclusivity value both within and outside of the BU community. We will continue to increase awareness of EDI by marking key events, for example, PRIDE, World Mental Health Day, History Month
- 14.2 Whilst progress has been made in some areas, there is clearly more work to be done to embed a culture of EDI across BU.
- 14.3 We will continue to monitor our policies and evaluate our development to address any potential discrimination and to enhance EDI best practice across BU for our staff, students and the wider community.
- 14.4 We plan to ensure the negative impact of Covid is mitigated wherever possible as part of future student progression and staff development, promotion and pay progression opportunities.