



Equality & Diversity Annual Report

April 2014

Executive Summary

Our Equality Outcomes Framework sets out how we intend to mainstream equality and diversity at strategic, structural and individual levels. Our approach meets the requirement of the Equality Act 2010's public sector equality duties, and aspires to achieve 'Something for Everyone'. The University mission, *for the common good*, embodies this aim, focusing on activities that will make a significant difference globally. At GCU, we take pride in our inclusive and supportive community.

This report provides an update on progress in mainstreaming equality and diversity since the publication of our Equality Outcomes Framework in April 2013. The Framework was informed by our Equality Summit 2013, which engaged students, staff and stakeholders (including governors and external organisations) in discussing and prioritising actions. It provides a systematic way to ensure that equality and diversity are embedded within all our activities and captures a vision of a GCU culture and environment that is inclusive of all sections of society and responsive to the needs of individuals.

An overview of progress on the specific actions within the Framework is provided in the report, demonstrating what we have achieved throughout the year. 80% of actions have been delivered on time, with a further

20% broadly on track. No actions are identified as causing significant concern.

The report also highlights a number of successes that we have achieved in the past year, including:

- The launch of an Advanced Highers Hub at GCU, delivering Advanced Highers to students who would not otherwise have access.
- The inaugural graduation of nursing students from the Grameen Caledonian College of Nursing in Dhaka, Bangladesh.
- GCU's commitment to the UN Global Compact and the Principles for Responsible Management Education, both working to create better business for the future.
- The improvement of our governance and leadership on equality and diversity. This includes the introduction of Equality Champions across GCU.
- Submission of Athena SWAN University Bronze award application, in recognition of the work to promote women in science, technology, engineering, maths and medicine.

The progress report also outlines activities related to our commitment to the principle of equal pay for work of equal value. Further information is available on the GCU People Services web pages or by contacting Adrian Lui, Equality and Diversity Advisor, on A.Lui@gcu.ac.uk.

Introduction

To achieve our vision of a culture at GCU that is inclusive of all sections of society and responsive to the needs of individuals, a set of long-term outcomes is included:

- The University has clear leadership on equality and diversity, supported by a strong infrastructure
- Students and staff understand equality, diversity and dignity so that they are able to participate in an inclusive environment
- GCU campuses are physically accessible to students, staff and stakeholders
- GCU's marketing and communications actively promote equality and reflect the diversity of the University community
- Students and staff understand the mechanisms for reporting discrimination and harassment
- The University has a comprehensive and robust set of student and staff equality and diversity data that will give us an accurate picture of our community and enable accurate analysis of under representation.

Each outcome is supported by a number of specific, shorter-term actions with tangible measures of success. Progress against these actions is incorporated within this report.

Overview of achievements

Throughout 2013 and early 2014, we have made significant progress in relation to

mainstreaming equality and diversity at GCU. Not only have equality and diversity been recognised as central themes for developing University strategies, they have also been integral to a number of successes achieved by GCU over the past year. Highlights include:

• **Advanced Highers Hub**

GCU's Advanced Higher Hub is an innovative and exciting initiative that embodies not only the University's aims and vision but also the values that underpin the Curriculum for Excellence. Supported by the Scottish Funding Council, and working in partnership with Glasgow City Council, the Hub delivers Advanced Higher subjects that cannot be accommodated within regular school timetables. Launched in September 2013, the Hub succeeded in its widening access mission to reflect the demographics of the schools involved, with the majority of Hub participants in year one (over 60%) falling within the MD20 indicator of deprivation.

• **Grameen Caledonian College of Nursing**

Established in 2010 in Dhaka as a partnership between GCU and Grameen Healthcare Trust, the Grameen Caledonian College of Nursing was created in response to the massive shortage of nursing professionals in Bangladesh. In 2013, the College celebrated its inaugural graduation when 38 graduates were awarded a Bangladesh Nursing Council-approved Diploma in Nursing and Midwifery. At the ceremony, Principal's Scholarships were awarded to three students, offering full

financial support to allow them to continue their studies at GCU Glasgow.

- **UN Global Compact and Principles for Responsible Management Education (PRME)**

In August 2013, GCU joined the United Nations Global Compact (UNGC), the largest voluntary corporate responsibility initiative in the world. The UNGC brings together like-minded organisations under the UN umbrella to ensure that business can help guide markets, commerce, technology and finance to work for the overall benefit of economies and societies worldwide. GCU was the first Scottish university to join leading companies such as Burberry, BT and Unilever in the global movement.

A key part of this initiative is PRME – Principles for Responsible Management Education. PRME aims to influence the role that universities and business schools play in developing responsible managers and leaders for the future. GCU's Glasgow School for Business and Society joined PRME in early 2012 and 2013 marked a number of notable achievements. These included: an award recognising our first 'Sharing Information on Progress' report as 'Best Report from a Newcomer'; the opportunity to redefine responsible leadership by being chosen as one of only 30 PRME champions, from 530 PRME members worldwide; and the publication of two case studies from GCU

academics in the 2nd edition of the PRME Inspirational Guide.

- **GCU Equality Champions**

As part of the Equality Outcomes Framework, a commitment was made to introduce Equality Champions at GCU. These Champions, representing all areas of the University, play an integral role in implementing the Framework and in communicating the importance of equality and diversity across GCU. Equality Champions have now been appointed and an induction programme introduced to support their activities. Champions are in the process of developing action plans for each School and Directorate, to be owned and monitored by senior teams in each area. These teams have also received a detailed briefing on changes to GCU policies related to equality and diversity activities.

- **Athena SWAN University Bronze Award**

GCU's Women in STEMM Group was established in 2013 to identify and share good practice and to develop our commitment to advancing women's careers in science, technology, engineering, maths and medicine. This Group has also been responsible for leading GCU's submission for the Athena SWAN University Bronze award. Preparation has included consultation with colleagues from across the University, sharing information and analysing data. Findings have been central to the development of the GCU Athena SWAN application and action plan. Our submission is

due at the end of April, with news of the award status expected in early August.

- **Embedding Equality & Diversity in strategy and policy**

As we work towards the development of our GCU Strategy 2020, focus has been placed on embedding equality & diversity issues into key documents such as the Outcome Agreement with the Scottish Funding Council, and at the heart of strategy and policy:

- The Scottish Code of Good Higher Education Governance has been used to inform our **governance** arrangements, and in particular the recruitment of the new Chair of Court, and discussions around the diversity of Court membership
- Our FAIR (Flexible, Accessible, Inclusive and Real) Curriculum is a central part of the implementation of the University's **Strategy for Learning** and aims to support staff in developing pedagogical approaches that anticipate and take into account students' educational, cultural and social backgrounds.
- Equality, diversity and cultural awareness are key features of the **Student Experience Framework**. This includes a commitment to provide an inclusive environment; accessible student services; support regardless of background; and equality of opportunity. This has been supported by our outreach work with schools and colleges, and the College Connect, which facilitates and supports

transition of students from a wide range of backgrounds into higher education

- GCU's new **Dignity at Work and Study Policy** sets out the University's aim to be an environment where everyone is treated with dignity and respect, equality is promoted and diversity is valued. The Policy outlines the rights and responsibilities associated with this commitment and our Zero Tolerance approach to any form of unlawful discrimination, including harassment, victimisation, racism, sexism, homophobia or any other unacceptable behaviour towards any member of our community.

An overview of progress on the specific actions within the Framework is included below. 80% of actions have been delivered on time (green), with 20% broadly on track (amber green). No actions are identified as causing significant concern, or red status.

Mainstreaming Equality & Diversity

As well as the achievements outlined above, we have made significant progress in ensuring that equality and diversity are core parts of our day to day activity. Examples include:

- The combination of our Positive Living and Disability Service, Faith and Belief Centre, Student Mentors and Student Leaders and network of Academic Disability Co-ordinators ensures that the differing needs of all our students – and broader

community – are understood and supported.

- Our Students' Association received NUS Scotland's Equality and Diversity Award 2013 in recognition of their focus.
- Our People Passport development programme for all managers specifically covered the role and responsibilities of managers in relation to supporting equality and diversity.
- Our Code of Practice for REF 2014 was our guiding document for the process of selecting staff to be returned for REF, outlining the principles of transparency, consistency, accountability and inclusivity.
- We are a participant in the STUC's 'One Workplace Equal Rights' Equality Mentoring and Work Shadowing project, which aims to remove barriers to progression for black and minority ethnic workers in the college and university sectors in Scotland.
- We are also a participant in the Leadership Foundation in Higher Education's Aurora programme, a leadership development initiative for women in academic and professional roles in higher education. GCU hosted the first 'Aurora Glasgow' event.

Equal Pay Audit

GCU takes the principle of equal pay for work of equal value very seriously and we recognise that equal pay is a fundamental part of what we stand for as a university. As part of

this commitment, we have completed a basic equal pay audit and are engaging with campus trade unions and other stakeholders to carry out a full audit of equal pay and conditions by September 2014.

Monitoring progress

The Equality Outcomes Framework provides a tangible mechanism to track progress in mainstreaming equality and diversity at GCU. The Equality and Diversity Committee, with its strong lay Court and Executive membership, oversees development and implementation, and the Executive Board and University Court receive regular reports on progress.

The Equality and Diversity Committee is supported by a new Equality Outcomes Framework Implementation Group to ensure that the actions outlined in the Framework are delivered. The membership of the Group reflects the specific Equality Outcome to create an appropriate, supportive and effective infrastructure.

Progress from the 2013/14 actions will help to define actions for the coming year by informing the next Equality Outcomes Summit due to take place in early May 2014.

Further information is available on the GCU People Services web pages or by contacting Adrian Lui, Equality and Diversity Advisor, on A.Lui@gcu.ac.uk.

Summary of progress – April 2013 – April 2014

Equality Outcome	Progress update ¹	Comments
<p>Leadership</p> 		<p>12 tasks completed on schedule, including: the appointment of 18 Equality and Diversity Champions; the inclusion of equality and diversity considerations in the recruitment process for new members of University Court; and the revision of the governance of equality and diversity, including the creation of the Equality Outcomes Framework Implementation Group to report into the Equality and Diversity Committee.</p>
<p>Culture</p> 		<p>15 tasks completed on schedule, including: the inclusion of equality and diversity in the Student Experience Framework, the staff induction process and the People Passport development programme for all managers; the creation of the FAIR Curriculum Project to embed equality and diversity in the Strategy for Learning; the development of a Mental Health Agreement and associated guidance for staff and students; and signing up to the Business Disability Forum's Disability Standard.</p> <p>2 tasks – and related subtasks – are broadly on track but slightly behind schedule: the development of the Caledonian Code (to capture the behaviours of students and staff), now pending the GCU Strategy 2020 to ensure the Code is linked to the new University values; and the roll out of the online equality and diversity course for staff has been delayed until June 2014, to enable support to be provided by the Equality Champions.</p>
<p>Environment</p> 		<p>2 tasks completed on schedule, including: the establishment of the Accessibility Group to include student and staff input into the Heart of Campus plans; and an audit of the GCU London campus.</p> <p>1 task has been adjusted: A full disability audit of campus is no longer appropriate due to the changes and disruption that the Heart of Campus developments will have. An audit of the areas of Glasgow campus not affected by the changes has been completed, with an action plan now under development.</p>
<p>Marketing & Communications</p> 		<p>3 tasks completed on schedule, including: the mapping of recruitment and outreach activities; the inclusion of a more diverse range of people in the Brighter Futures marketing campaign; and the collation of evidence of female role models working in STEMM subject areas.</p> <p>1 task is broadly on track but slightly behind schedule: the equality and diversity website requires further development, to ensure more integrated signposting and clearer provision of information. Work is underway, in line with the redevelopment of the People Services webpages.</p>
<p>Knowledge²</p> 		<p>12 tasks completed on schedule, including: the revision of policies that support staff in relation to harassment and the introduction of a new policy for students, supported by the recruitment and induction of new Harassment Advisors; the approval of a new Dignity at Work and Study Policy; the agreement of data sets for staff and student protected characteristics; publishing of the gender pay gap data; and the development of an equality impact assessment toolkit. the basic equal pay audit</p> <p>3 tasks are broadly on track but slightly behind schedule: the roll-out of the Equality impact assessments to policies and to committees; and the collection of new protected characteristic data due to a delay in capturing staff data via the Employee Self Service tool.</p>

¹ Green = "Good: Project on track"; Amber-Green = "Satisfactory: the project is broadly on track, but some minor concerns need to be addressed"

² The Equality Outcomes relating to increased understanding policies and procedures, and data have been combined under 'Knowledge'