1. Introduction

The University has actively supported and promoted equality of opportunity over many years and continues to invest in terms of both finance and staff time to ensure sustained commitment and developments on equality and diversity.

The University has a long-standing practice of reporting and publishing equality information on staff. In recent years this has been extended to equality reporting on students. Reports are formally received and discussed at strategic committees including the Equality and Diversity Strategy Committee and the Staff Committee.

The Equalities Mainstreaming report provides information on how the University promotes and implements equality and diversity in the working and learning environments. It meets Scottish Specific Duties (2012) of the Equality Act 2010.

2. The Strathclyde Approach

Under the Public Sector Equality Duty (PSED) mainstreaming equality simply means integrating equality into the day-to-day working practices of the University by taking equality into account in all activities and services as a provider of higher education and a public sector employer. This ensures that:

- “equality becomes part of our structures, behaviours and culture
- we can demonstrate how we promote equality
- continuous improvement and better performance” ¹

The Strathclyde approach is to develop an inclusive ethos within the campus community of students, staff and visitors, based on fairness, equality, cultural diversity, dignity and respect. This goes beyond the required compliance obligations.

The University actively hosts events to promote diversity. This enhances knowledge and awareness amongst the University community and the wider public and fosters excellent relations between people of different cultures, beliefs, backgrounds and lifestyles. The University's values, policies and practices provide safeguards against prejudice, unlawful discrimination and harassment.

¹ P9. Mainstreaming the equality duty: A guide for public authorities (Scotland), May 2012
3. **Strategic Approach, Governance and Structure**

Commitment to equality and diversity (E&D) is articulated at the highest level and integrated in the University’s (draft 2) Strategic Plan 2015-20:

*We will ensure a supportive, people-oriented and rewarding working environment where staff will benefit from opportunities for development, a shared set of common values, clear lines of communication and a commitment to equality and diversity. This includes our commitment to a new, extended Athena SWAN charter which will be open to arts, humanities, social science, business and law departments and cover wider issues of gender equality including the progression of professional, technical and support staff. (Draft University Strategic Plan 2015 – 2020)*

The University’s Vice-Principal is the institutional Equality Champion. He ensures the Executive Team and University Court are up to date on equality and diversity matters.

The Equality & Diversity Strategy Committee (EDSC) is the strategic committee with responsibility for equality and diversity, operating with the delegated authority of Court. It is convened by the Vice-Principal and includes representatives from Faculties, Professional Services Directorates and the Students’ Association. The EDSC sets the strategic direction and shapes equality and diversity policy, and ensures that the University is meeting obligations as placed by the Equality Act 2010. The Committee reports to the Executive Team, Staff Committee and the University Court on the University’s compliance with legislation and effectiveness of the Equality & Diversity Strategy.

The EDSC receives and approves annual staff and student Equality Monitoring reports, which are made publicly available and are used to inform future policy development, planning and enhancement.

The Equality Champion works closely with the University Athena SWAN Champion, (the Associate Deputy Principal (Education), in supporting promotion and embedding of equality and diversity aspects in our strategy, policy and practices.

The University has identified the achievement of Athena SWAN awards at departmental level as a key objective in its **Equality Outcomes 2013-2017**

Furthermore commitment to achieving Athena SWAN accreditation is also included in the University’s **Outcome Agreement** with the Scottish Funding Council, which sets out what we plan to deliver in return for SFC funding.

The Athena SWAN Champion convenes the University Athena SWAN Steering Group, which provides strategic direction for and monitoring of the University’s Athena SWAN activities and action plans at institutional and departmental level.

The University has a full-time dedicated team of two specialist equality staff: The Equality and Diversity Manager appointed in 2011 and an Athena SWAN officer in post since 2013. The team is responsible for coordinating strategy and action planning in support of the University’s equality and diversity commitments and the work of the EDSC and its sub-committees, including the University Athena SWAN Steering Group, the Dignity and

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2 At the time of the writing of this report University wide consultation on the draft strategic plan is being carried out.
Respect Advisers Working Group and the Staff with Disabilities Working Group. The team participates in and benefits from an extensive internal and external network of practitioners and provides specialist knowledge across all the equality protected characteristics as well as in cultural diversity.

The Estates Services Directorate works closely with the Student Disability Service and the Equality & Diversity Team to engage with and consult those students and staff with disabilities to improve access to buildings and the campus infrastructure. The University has partnered with DisabledGo in 2012 to provide students, staff and visitors with detailed information about accessing different University buildings.

The University Procurement processes takes into account equality related information and applies transparent and fair practices. In doing so the University is discharging its legal responsibility.

4. Supporting our students and staff

4.1 Support for all

The University maintains an Equality and Diversity website with information on Equality and Diversity policies, structures and training available at the University as well as links to useful resources and appropriate external sites.

The University annually celebrates major dates such as the Black History Month in October, International Day of Persons with Disabilities in December and International Women's Day in March.

In March 2015 the University hosted the first Diversity Week. This was an ambitious programme of events to celebrate diversity on campus.

This people-oriented week celebrated the rich diversity of cultures, backgrounds, beliefs, and lifestyles of the University's students and staff. A range of social and learning events were held to enhance knowledge and awareness among the University community and foster excellent relations between people of different cultures, backgrounds and lifestyles on campus and among the public.

Feedback on the week was very positive. In a feedback survey sent to attendees 43% of respondents rated their overall impressions of the week as ‘Excellent’ and 47% as ‘Good’ (the second highest rating). 63% percent of respondents said they would be ‘very likely’ to attend future diversity related events and 37% said they would be ‘likely’ to. Respondents were asked what they liked most about the week, with comments returned including:

“It was good to participate in a range of activities, some of which I likely wouldn't have been interested in on my own. Seeing different events and hearing different points of view is good for perspective.”

“The opportunity to try new things and to meet a diverse group of staff, students and those external to the University.”

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“I could see the real diversity at Strathclyde in terms of culture.”

“[International Women’s Day] Make It Happen event was really well put together and very informative.”

“Excellent week, would like to see it grow with more events.”

The Diversity Week followed the University’s highly successful Get International Week in November 2014, which showcased cultural and educational events that provided opportunities for students to socialise, get to know each other, share experiences and to embrace activities that will contribute to the development of a global mind-set.

The feedback from students was positive.

“Get International Week had several informative and fun events. In my opinion, undergraduate students, newcomers to the UK and job seekers would find such events useful.”

“It’s a great way to meet students of different backgrounds and mix with a crowd you may otherwise avoid or be unaware of. It helps to expand your network links so you may find opportunity to go abroad.”

“I love that the University does not just claim to be an international friendly place but that they actively promote international exchange and travel.”

“Really useful and interesting information sessions, a wide variety of sessions, I was surprised by all the different options that exist to go abroad during my degree.”

The University has established the Scottish higher education sector’s newest accessible Chaplaincy Centre. The Centre caters for people of all faiths and none. In recognition of the diversity within our University community, between 2013-2015 the University appointed chaplains from wider religions and belief communities, including a Humanist, Muslim and Sikh chaplain. This demonstrates the University’s commitment to embedding equalities in our support provision.

Reflection rooms have been established on campus to enable students and staff to contemplate, meditate or pray. The rooms are situated in the Curran building, Graham Hills building, the Technology and Innovation Centre and the Wolfson Building.

The University has upgraded the library’s Assistive Technologies room for disabled students and staff. The student Disability Service provides support to potential applicants and students on campus. The University has also identified and created space on campus for baby changing and breast feeding facilities.

4.2 Additional support for students

The University has a long tradition of supporting and meeting the diverse needs of its students. Investment in widening participation is one of many initiatives underway. The University’s definition of Widening Participation is broader than that adopted in most institutions. At Strathclyde it encompasses participation in its broadest sense and includes all aspects of under-representation.
There is a commendable amount of work underway in all Faculties and across the University to encourage and facilitate involvement in Widening Participation and this has grown considerably in recent years due to the introduction of several new activities including our Academies model, College and School Partnerships and importantly, the formation of a central dedicated WA team.

Our students are provided with additional support for study skills and English language. Students with disabilities receive an assessment to identify specific accessible needs to ensure appropriate support strategies are provided.

The University regularly invites feedback from students on their learning experience, support services and equality of opportunity. Feedback from student surveys is used by academic departments and the professional services to inform existing and future provision. The surveys include the:

- First Year Induction Survey
- Destinations of Leavers from Higher Education (DLHE) survey
- International Student Barometer (ISB)
- National Student Survey (NSS)
- Postgraduate Research Experience Survey (PRES)
- Postgraduate Taught Experience Survey (PTES)
- Strathclyde Student Experience Services Survey (SSESS)
- Strathclyde Undergraduate Student Survey (SUSS)
- UK Engagement Survey (UKES)

The University staff work proactively with the Students’ Association to provide support to all students. A diverse range of planned events and activities celebrate diversity, create opportunities for dialogue, raise awareness, provide for networking and develop mutual respect.

4.3 Additional support for staff

The University is committed to being an employer of choice. In order to ensure fair and transparent practice in the selection and appointment processes for new staff, interview panels are offered training on recruitment and selection. A "Guaranteed Interview Scheme" for people with disabilities is operated, thus ensuring applicants meeting the essential criteria for a post are invited to interview.

The University provides 340 centrally managed staff development programmes. Staff and students are also encouraged to participate in mentoring programmes. All new staff as part of their induction are informed about the University’s commitment to equality and diversity. Staff are reminded of their responsibility and rights. Furthermore, all new academic staff receive 3 days specific induction which includes a dedicated session on equality and diversity. In addition all staff are expected to complete an online Diversity in the Workplace module, which the University has procured from an external supplier. A module on Developing an Inclusive Curriculum is included in the programme for the Postgraduate Certificate in Advanced Academic Studies. In order to ensure staff provide inclusive and culturally sensitive support to students the University provides regular staff development training on:

- Disability awareness
- Mental health awareness
- Cultural diversity training
For the past three years equality training has focused on developing the capacity of frontline staff. Feedback from participants indicates a high degree of satisfaction. Examples include:

“All satisfactory. Training should be compulsory for all.”

“There should be an E&D community of practice developed for those who have attended and enjoyed the course.”

“This course (cultural diversity) is really good, giving you the basics. Should be mandatory.”

“I thought the course provided excellent content.”

“This course was very interesting, worthwhile and enjoyable and is very useful in learning about different cultures in our society.”

“I am now more aware of the issues and will use these in my day to day work.”

In 2014-2015 the University was invited and participated in the Scottish Trade Unions Congress Equality Mentoring and Work Shadowing programme for Black and Minority Ethnic (BME) staff. The University specifically invited and encouraged staff that had identified themselves as BME to participate in the programme.

Since 2014 the University has supported female staff to participate in the Aurora programme developed by the Leadership Foundation for Higher Education.

A number of sector awards and accreditations exemplify the University’s success in applying equalities best practice in staff support and development. The University holds an Athena SWAN Bronze award and six departments hold Athena SWAN awards including Civil Engineering which achieved a Silver award in 2013 – the first such department in Scotland and one of five in the UK higher education sector.

The University’s successful application to renew our Athena SWAN Bronze award in April 2014, received praise from the assessment panel for:

- Integration of Athena SWAN with other university business
- Willingness shown to interact, share and learn best practice
- Clear institutional support from top down shown
- Range of actions to enhance diversity, including around buildings, guides and websites

The University also holds accreditation for HR Excellence in Research, the Positive about Disabled People standard and a Healthy working lives Gold award.

5. Policies and support

The University has developed specific policies in relation to mainstreaming equalities. In a survey conducted in January 2015 of over two thousand staff and students high levels of policy awareness were evident. For example 94% of staff and 71% of students are aware in general about the following policies:

- Strathclyde University Equality Policy
- Disability Policy
Equality Assessment Guidelines
Equality Outcomes 2013-2017
Estates Services Equality and Diversity Guidance
Guidance for students and staff on student maternity, maternity/ paternity support and adoption
Dignity & Respect Policy

The University has a voluntary network of Dignity and Respect Advisers whose role is to provide informal support to any staff or student experiencing harassment.

6. External Equality Stakeholders

The University maintains pro-active links with a wide range of organisations and individuals. The Equality & Diversity Team represents the University at the Equality Challenge Unit Scotland Liaison Group, Athena SWAN Scotland Group, Glasgow Diversity Employers Forum and the Scottish Parliament Cross-party Race Equality Group. Informal contact is maintained with a host of groups and organisations representing the protected characteristic groups. University staff have been invited by the Equality Challenge Unit as national assessors on the Athena SWAN charter awards.

Knowledge exchange and shared learning from these groups informs the ongoing practices and developments at the University.

7. Further Information

To find out more about range of information and resources on equality and diversity please visit the University website at http://www.strath.ac.uk/equalitydiversity/

Alternatively, please contact the Equality and Diversity Office:

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