

Equality, Diversity and Inclusion Annual Report 2020-21



A black banner with yellow text and a geometric pattern of red, yellow, and green triangles. The banner is hanging from a black pole against a blue sky with light clouds. To the left, a portion of a classical building with columns is visible. At the bottom center, a tall, thin spire rises into the sky.

UNIVERSITY OF
WESTMINSTER

BLACK HISTORY
EVERY MONTH

Message from our Equality, Diversity and Inclusion Committee Co-Chairs



We are mindful of challenges and opportunities around equality, diversity and inclusion within our institution and are keen to engage with different stakeholders in improving our policies, practices and culture. We are committed to challenging prejudices and celebrating diversity to create a culture where each student, colleague, and visitor feels valued.

As we come to the end of this year which saw the launch of our first University of Westminster Equality, Diversity and Inclusion (EDI) Strategy, it is important to celebrate the work we have already done as an organisation, mark milestones, and map future directions.

Our EDI Strategy is the product of the tireless work of our EDI Committee and its members, who come from academic Schools, Professional Services, the colleague networks, the Students' Union and the Trade Unions. The Strategy will guide our EDI priorities over the next five years. It is one



of many steps, we have taken to create a foundation that will support every colleague and student in our community to fulfil their potential.

A major catalyst to progress to date has been the work of our colleague networks. These networks are a powerful voice in our community – passionate, honest and relentless in advocating for change. Together with the Vice-Chancellor and other stakeholders, they have powered EDI forward at Westminster.

EDI is in the DNA of the University. It is part of our history and our culture. Each one of us has a responsibility to further it. Our EDI Annual Report tells the story of our progress in 2021 and our priorities and aims for 2022. We look forward to working together to continue our efforts in our journey towards becoming a more inclusive and anti-racist institution.

Professor Alex Hughes, Deputy Vice-Chancellor
Professor Dibyesh Anand, Head of School of Social Sciences

2021 - A Year of Progress

Throughout 2021 we have continued to aim to improve our University-wide EDI communications, progressed with the implementation of our 15 Black Lives Matter commitments including the launch of Black History Year. Key to advancing EDI at our university we have continued to support the development of our Colleague Networks; BME, Women of Westminster and Q+ and the launch of two new networks; Faith, Spirituality and Belief Colleague Network and the Colleague Disability Network. We have and continue to commit resources to support EDI projects and colleague networks.

In **January** UEB approved a new EDI Policy, kickstarting a review of all EDI and HR-related policies focussing on Diversity and Dignity at work and study, how EDI impacts recruitment practices, the Personal Development Review, organisational development, unconscious bias training and an inclusive style guide for all colleagues. Despite the challenges COVID-19 has presented, thanks to the compassion and support shown by the trustees of the Quintin Hogg Trust £3million worth of programmes have been delivered and we have protected a significant amount of funding for this academic year. Westminster alumnus Dr Mustapha Bittaye, a Postdoctoral Scientist at the Jenner Institute, University of Oxford, is one of the core team of scientists who worked on the Oxford-AstraZeneca COVID 19 vaccine.



In **February** we launched Faith, Spirituality and Belief Colleague Network and the Student Enterprise Centre organised The

Westminster Inclusion and Diversity Festival to showcase, inspire and advocate for diversity and inclusion in industry and entrepreneurship. In celebration of our research and successes, the Difference Festival showcased the University's diverse contribution to our global community.



In **March** we established additional hardship support for colleagues with caring responsibilities. As part of the Personal Development Review process, all colleagues were tasked with agreeing on at least one EDI objective that supports improving the individual and collective experience of Equality, Diversity and Inclusion within the University. We relaunched our LGBTI+ colleague Network, with a new name chosen by members to represent the diversity of communities that exist within the Queer umbrella; the Q+ Network. We published a new Inclusive Practice Style Guide – Gender Inclusive Language.



In **April** the Times Higher Education Impact Ranking results showed for SDG 5 Gender Equality we ranked 19th globally from 88th the previous year; SDG 10 Reduced Inequalities, we ranked 23rd globally from 41st the previous year. The University of Westminster's Black and Minority Ethnic (BME) Network, which represents the interests and aspirations of Black and Minority Ethnic colleagues at the University, released a statement responding to the Commission on Race and Ethnic Disparities Report (known as the Sewell Report). As part of Mental Health Awareness Week, the University of Westminster Library ran a competition open to both colleagues and students named #createnature to creatively interpret and engage with nature.



In **May** the Women of Westminster network released its 'Five Bs against gender-based violence (GBV) statement' running supporting events to collaborate with ally's and action GBV awareness and educational

initiatives. The Freedom of Expression Working Group established as a task and finish group, reporting directly into the University Executive Board (UEB). The University of Westminster and the global engineering and design firm Arup published a new 'Queering Public Space' report exploring the relationship between queer communities and public spaces and we launched our public EDI web pages.



Over the summer in **June, July** and August we were UHR Award winners for Organisational Development and Culture Change with our project Colleagues, Culture and Inclusion and published our Black Lives Matter Commitments review one year on. Our Colleague Wellbeing Survey, focusing on mental health and burnout during the Covid-19 pandemic, also included equality analysis and we celebrated 1,000 trained in the Green Dot Active Bystander initiative. The University of Westminster Legal Advice Clinic partnered with the London Black Women's Project (LBWP) to launch their new free legal advice service entitled the 'Criminal Justice Support Clinic' to help Black women with issues they are experiencing with the criminal justice process. The university partnered with the Aziz Foundation to offer Master's scholarships for exceptional students from a British Muslim background looking to progress onto

postgraduate study and with Sony Interactive Entertainment (SIE) in supporting Black students and underrepresented groups in higher education through 264 SIE-funded scholarships and support of the Computer Games Design Saturday Skills Club. Our EDI Action Plan was developed with contributions from academic and professional colleagues, we committed to a new Mental Health Charter Programme and at our Alumni awards, Shivani Dhillon, Diplomatic Studies MA, won in the Social Impact category for her work as founder of Down Syndrome Support Group India, an organisation that provides counselling, support and information to people with Down Syndrome and other intellectual disabilities and their families. The group consists of more than 2,500 parents from all across India. As the new Academic year began in **September** our EDI Resources Guide was published detailing the EDI work, connections and key contacts across the university.



In **October** we launched our Black History Year showcasing our commitment to Black History reflecting the richness of our University – past and present. The University's Black and Minority Ethnic (BME) Network created Black History Year, an event series to acknowledge Black stories year-round, in recognition that the

celebration of Black lives should not be reduced to a single month. The Black History Year series encourages honest discussion, amplifying Black voices and accelerating the University's progress towards becoming actively anti-racist. Dr Deborah Husbands, Senior Lecturer in Social Sciences at Westminster and co-chair of the University's BME Network said: "The reason we shifted from a month to a year, is that Black history is an everyday experience. For me, Black history is not something that happens in October. It happens every day of our lives." In the same month, as part of the ongoing effort to ensure equal access to research opportunities, the School of Social Sciences welcomed the recipients of its BME PhD studentship initiative and the Research & Knowledge Exchange Office celebrated International Open Access Week an annual, global event to raise awareness about openaccess and to advocate for open access to be adopted as the norm in scholarship and research. Open Research improves the transparency, integrity, robustness, reproducibility, and reach of scholarly research. It is recognised as a key driver in achieving the UN's Sustainable Development Goals, which call for public access to information for all, guaranteed by constitution, statute, or policy (SDG 16: Peace, Justice and Strong Institutions); and it aligns with our commitment as a University to opening education to all.



In **November** we held Remembrance and Interfaith week helping build good relationships and increased understanding between people of religious and non religious beliefs. Mykaell Riley's Director for The Black Music Research Unit (BMRU) and Principal Investigator for Bass Culture Research at the University of Westminster, Bass Culture podcast featured in The Guardian's 'Five great Black British podcasts'. Professor of History and Policy at Westminster and Co-chair of the Q+ Colleague Network, Pippa Catterall, was named the Chair of Trustee of AIDS Memory UK and our Equality, Diversity and Inclusion Strategy with supporting EDI Action Plan was launched.



Our Priorities for 2022

As a University that is progressive, compassionate and responsible, EDI is a matter of more than mere compliance. EDI is in our DNA: part of our long history and culture. Diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all other stakeholders. These principles pertain to every area of our Being Westminster Strategy: our purpose, our vision, our mission, our values, our priorities, our objectives, our outcomes. Yet, we acknowledge that there may be inconsistencies between principles, policies and practices and the lived experiences of individual colleagues and students. Our EDI Strategy is a response to that and reflects our commitment to being and becoming better. We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, based on mutual respect and trust, in which there is zero-tolerance for unlawful discrimination, harassment and victimisation.

Our EDI Strategy is for five years. It is the first of its kind at the University of Westminster. It is imbued with and gives fresh impetus to the values of the University. It lays the foundations for long term, critical work. Each and every member of the University has a stake in this work and is responsible for furthering equity, diversity and inclusion through their words and actions. The Strategy will be implemented through our annual Action EDI Plan, published along with our strategy, and through other, specific workstreams, which will have their own action plans, timelines, teams and targets. Connectivity across the annual EDI Action Plan and these workstreams will be key.



SUSTAINABLE DEVELOPMENT GOALS



The Times Higher Education Impact Rankings are the only global performance tables that assess universities against the United Nations' Sustainable Development Goals (SDGs), using carefully calibrated indicators to provide comprehensive and balanced comparisons across three broad areas: research, outreach and stewardship. The Times Higher Education Impact Ranking are the only global performance

In 2021 we submitted for accreditation along with 1115 universities from 85 countries, an increase in 347 from the previous year's submission. Despite this increase in participants, The University of Westminster maintained its place 101-200 in the overall rankings with the following global rankings for directly relevant equality, diversity and inclusion goals:



2021 Results

Global Ranking: 19th out of 776 universities

Our high proportion of senior female academics and female graduates at the University is reflected in our results for SDG 5. Our various access measures, resources, and policies to support and empower our female students and colleagues also contributed to our positive outcomes.

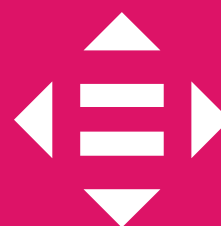
5 GENDER EQUALITY



Global Ranking: 23rd out of 669 universities

Our commitment to creating an inclusive University is also reflected in our outcomes for SDG 10. Our proportion of disabled students is 9 times the global average, and we employ double the global average proportion of disabled staff members. We also have comprehensive measures against discriminatory behaviours which stands us out globally.

10 REDUCED INEQUALITIES



Our Black Lives Matter Commitment Plan



Our Black Lives Matter Commitment Plan was developed and published to ensure that we operate as an actively anti-racist and inclusive institution, providing a safe environment for all of us who study and work at the University.

As a collective, we committed to change in 15 areas. A Working Group of the EDI Committee which includes the BME Network co-chairs, is

in place to gather regular updates on, and monitor progress against, the 15 commitments.

In June 2021 we published a full report of progress against the 15 commitments with the following key actions highlighted for the purpose of this report:

COMMITMENT 1: Decolonising and diversifying our curriculum and teaching practices

Decolonising the Curriculum Toolkit launched, a collaborative project involving students and colleagues at the University of Westminster and beyond.

COMMITMENT 2: Addressing awarding gaps and eliminating all gaps associated with success measures for all

BME students Impact and Evaluation Officer appointed to evaluate initiatives aimed at eliminating awarding gaps.

COMMITMENT 3: Further developing safe ways for colleagues and students to disclose and/or report harassment and unwanted behaviour supported by fair and transparent processes that enable required intervention

The Report and Support portal was launched in January 2021 and enables students to report instances of bullying, harassment or discrimination that they may experience. The Report and Support portal for colleagues will be launched in January 2022.

COMMITMENT 4: Assessing and developing cultural sensitivity and competence across a range of student facing activities and services

A range of EDI focused careers and employability initiatives for students and graduates have been launched by our Careers and Employability Services and Business Engagement teams.

COMMITMENT 5: Conducting equal pay audits across all levels of our organisation, evaluating and acting on any BME-related salary disparities

University data submitted to a new annual UCEA report titled 'Intersectional Data and Ethnicity Pay Gaps'.

COMMITMENT 6: Creating protocols for racial accountability at each level of the recruitment and promotion process and providing BME colleagues with access to professional development and advancement opportunities

All EDI related HR policies reviewed and updated.

COMMITMENT 7: Conducting regular monitoring to ensure EDI principles and actions are embedded in our structures and externally validated

Charter Marks Review and Recommendations Report presented and agreed at EDI Committee and University Executive Board with implementation plan to follow in 2022.

COMMITMENT 8: Continuing to support the work of the Equality, Diversity and Inclusion Committee

Our EDI Policy was published. EDI leads have been appointed in each School. Our EDI Strategy was launched in autumn 2021.

COMMITMENT 9: Championing the work of the Diversity and Inclusion Research Community

PhD Pathways launched with support from the Graduate School, aimed at supporting those from underrepresented backgrounds in gaining access to and fully participating in doctoral education.

COMMITMENT 10: Ensuring that every colleague undertakes equality and diversity training and can demonstrate cultural competence and sensitivity, together with high-quality development in cultural competence and sensitivity for all in leadership positions

Unconscious bias training was rolled out this academic year to senior managers across the University, complementing existing provision.

COMMITMENT 11: Financial support for the BME, Q+ and Women of Westminster Networks alongside committed development hours for colleagues to join these and work within them

Hours in the workload for network co-chairs and dedicated support for Black History Year agreed.

COMMITMENT 12: Working with the Students' Union, Trade Unions, UCU and Unison, and the BME, Q+ and Women of Westminster Networks to hear and take action, where appropriate, on direct feedback from colleagues and students facing discrimination

The University's BME Network established the first anti-racism network for London higher education.

COMMITMENT 13: Expanding our reporting by ethnicity and use data to inform key strategic actions to continue to improve the workplace

Consultation with the BME Network and other colleague networks to review data recorded, recommendations and requirements, to ensure that annual Equality, Diversity and inclusion reports are fit for purpose.

COMMITMENT 14: A University-wide celebration of Black History Month

In 2020/21 we observed our first Black History Year, established out of a refusal to see Black history contained within the confines of a single month.

COMMITMENT 15: Ensuring that EDI forms part of the Terms of Reference of all University, College and School committees

29 out of our 32 committees include reference to EDI, with the final three committees expected to incorporate EDI by the end of 2021.

We acknowledge that while we are on the right track with regard to the Commitment plan, impact in terms of the on-the-ground experience of colleagues and students may vary. To further enhance our work from next year, the University has submitted several

strategic bids related to Equality, Diversity and Inclusion to the Quintin Hogg Trust funding process for 2020/21 to ensure we have the right support and resource to continue our work.

Our Colleague Networks



BME Network

We have monitored the progress in EDI areas at an organisational level through the Black Lives Matter commitment plan (June 2020) as well as through coordinated working with other colleague Networks. We will continue to support but also challenge,

when needed, in order to ensure implementation of all actions from the Commitment Plan. We have facilitated regular open sessions with senior leaders at the University, giving colleagues the opportunity to directly question the direction being taken and the progress being made or barriers still in place on our journey toward an inclusive and anti-racist university.

Our BME Network committee is now established and setting the strategic way forward for our Network. We work beyond the University; we led on the creation of an anti-racism network for London higher education hosting a landmark meeting of pro-race equality staff networks across Greater London universities aimed at forming an alliance. The various participants agreed on working together through the formation of a network of networks to explore shared and collective concerns. The new provisionally titled 'Anti-Racism Network for London Higher Education', is a work in progress, will facilitate sharing of good practice and amplify collective voices of various race equality related networks based in different institutions in and around London.

We continue to develop and run progressive, inspiring and challenging events including Black History Year in recognition that the celebration of Black lives should not be reduced to a single month. Black History Year showcases our commitment to Black History reflecting the richness of our University through a celebration of Black history, stories, lives, politics, creativity, and achievement. It is a chance to learn from, and share space with, amazing Black historians, musicians, executives, writers, artists, thinkers, academics and our own alumni to educate, enlighten, inspire and create community – in our organisation and beyond. Black History Year has been very well-received both within the University and externally, with over 1,000 attendees across the series. Praised for the bold, sustained and refreshing approach to championing inclusivity, Black History Year will continue and expand in scope and ambition through 2022.

We are mindful of the challenges of the discrepancy between institutional visions and lived experiences. We are cognizant of the lived experience of colleagues in different Schools and Departments being quite far apart from the University's

commitment to EDI. We are not pleased with a severe under-representation of BME colleagues in general, and Black colleagues in particular, in Senior and Middle management levels and in the Readers/Professors category. We are aware of the severe lack of senior BME leadership in most areas of Professional Services in particular. We are keen to work with the University management toward a cultural change where the emotional labour to fulfil the demands and needs of BME colleagues should not fall only on the BME Network (or a few racially minoritised individuals). The BME Network is working closely with the University's EDI Committee and other colleague Networks toward the goal of embedding anti-racism in every aspect of education and work life.

Women of Westminster Network

The past 12 months has been one of success and growth for the WoW network following our launch only two years ago at the end of 2019. We have built up a 200+ strong community with members across the University at all levels.



This year also saw Rosa Schiano-Phan and Elantha Evans our first co-chairs for the WOW network step down after having started the network and led WoW to our current high -profile position within the university. We welcomed our new co-chairs, Kumari Juddoo and Sobia Razzaq, both from Westminster Business School who are delighted to be continuing the good work of the previous co-chairs.

We established working groups, Research & Knowledge Transfer, Teaching & Learning (WAM Hours), Equality & Progression and Mentoring & Support (Parents and Carers). We lobbied the senior management effectively to provide further support for caregivers experiencing additional issues and challenges due to the Covid-19 pandemic.

In May 2021 we released our 'Five Bs against gender-based violence (GBV) statement" running supporting events to collaborate with ally's and action GBV awareness and educational initiatives. Following the launch of the Report and Support platform for students, WOW proposed that a similar platform should be made available to colleagues which are now due to be launched in January 2022. We continue to work to raise awareness drive progress with a small working group including senior management, academic and professional colleagues and Student Union colleagues on board.

In the summer we launched the WOW Mentoring Scheme pilot with support from the WOW Mentoring and Support Group. The semi-formal scheme for members of Westminster's Women of Westminster (WOW) network, was designed to be a

supportive personal and professional development activity including facilitated Action Learning Sets focussed on career progression and promotion.

WOW have also started a Menopause Group that will be looking to develop support, guidance around this topic in collaboration with colleagues across the university with plans to launch lunchtime superwomen research series to promote shared research ideas and feedback to promote research among our communities.

We have continued to run events online over the last 12 months with inspirational speakers and facilitators and will continue to support our members and allies including fellow colleague networks and engage with all colleagues at Westminster to achieve gender equity, diversity and inclusion.



Q+ Network

During 2020-21 the Q+ Colleagues Network was renamed and relaunched. The COVID-shaped circumstances were not ideal for this. Nonetheless, we managed to hold an initial social event during the BFI Flare Festival and hope that we can make this a regular feature of our calendar.

The Network also collaborated with the other networks on various important initiatives, such as the WOW statement on women's safety. Q+ was consulted on improvements to pronouns policy and on the design of the annual CEDARS survey. Additionally, it initiated and was represented in the University's work on Inclusive Practice Guidance. The Network was similarly heavily involved in the report produced for the University on future Charter Marks policy.

Looking forward to 2021-22, we commenced our programme of activities with a sold-out event in November featuring Sarah Schulman talking about her history of ACT UP in New York. We continue to campaign on issues such as gender-neutral toilets and other issues central to inclusivity for the groups represented by the Network. Not least, we aim to consolidate Q+'s role and ability to serve the communities it was set up to work for and to continue to contribute to the University's EDI agenda.

Colleague Disability Network

The Colleague Disability Network (CDN) was formed in July 2021 to create a safe space from which to recognise successes achieved and promote positive adjustments for colleagues impacted by disability.



It aims to champion inclusivity and reactivity to challenges faced and is committed to inspiring positive change, ensuring everyone associated with the University of Westminster thinks and acts positively when considering disability. We want to establish a community that allows members to share information, advice and insights in a safe, open and honest environment, to challenge biases any member feels exposed to, and create a fully inclusive working (and learning) environment.

We embed recognition for the value added by disability in the University of Westminster by:

- Recognising the impact of colleague's health or disability within working conditions and career progression
- Championing achievements in those affected
- Challenging existing practices based on members feedback on their experiences and by doing so, contributing to the refinement of existing policies and procedures
- Promoting inclusivity relating to disability-linked needs for all colleagues within all aspects of our organisational structures
- Enabling a working environment that is transparent and equitable for all, inspiring all network members to realise their full potential



Faith, Spirituality, and Belief Colleague Network

The Faith, Spirituality and Belief Staff network (FSB for short) was established in June 2021, initiated by Yusuf Kaplan and David Morris of the Inter Faith Team and under the interim chairing of Janet Jones.

Over the course of several meetings, the network developed the Terms of Reference, which identifies as the key aim the provision of support to colleagues of all faiths and none. This includes secular, "spiritual but not religious" beliefs, non linear faith styles and other worldviews.

Following an election process, two co-cultivators, Emma Mureddu and Matthew Linfoot will steer the next stage of evolution and development of the network. The network has around 40 members (and growing), and exists as both a virtual and physical presence, providing a forum for collaboration and ideas exchange. Members from FSB have contributed to events organised by the Inter-Faith Team, such as the Remembrance Service and Dis/obedience to the Earth, and the network plans to organise future activities relevant to faith, belief and spirituality. In addition, the network aims to represent the FSB community in aspects of University life, in a consultative capacity, to provide advice and input across pertinent issues and initiatives, and in partnership with other networks under the EDI umbrella.

Our Students



The information and data in this report are focussed on our colleagues however the following highlights some of the support for students developed, delivered and supported by our Student and Academic Services and Development and Fundraising Teams.

Green Dot Active Bystander Training for Students and Colleagues

The University is proud to be the first UK organisation to run the Green Dot Active Bystander Intervention training programme, organised by the Student Support Development Team and delivered by a team of trainers from the University and the Students' Union (UWSU). The Green Dot programme aims to change the culture within organisations to prevent harassment. It

equips students and colleagues with the knowledge, skills and confidence to identify, intervene in and report incidents of power-based harassment and violence and challenge inappropriate behaviours. The programme has involved 1000 members of the University community since 2018 and has recently been embedded in the University's Employability Award.





Report and Support

To encourage students to feel safe and supported, the Report and Support platform was launched in February 2021. It provides guidance and support for students who disclose experiences of harassment, discrimination and hate

crime. The platform was developed as a partnership between SAS, UWSU and our external partner Cultureshift. The Report and Support portal enables a responsible, progressive and compassionate response to student concerns and helps create a safer and stronger community for students.

In addition, a workshop on inter-cultural Sensitivity framework development for student facing service delivery was delivered as part of the Student and Academic Services EDI Conference on in July 2021.

Student Scholarships

The Howard de Walden Estate supports two final year estranged students with a £9,000 scholarship each. The funding will help students manage their living expenses including food, rent and technology costs for an entire calendar year.



The University of Westminster and Sony Interactive Entertainment provide access to education for Black students and underrepresented groups in higher education through SIE-funded scholarships and support of the Computer Games Design Saturday Skills Club. Overall, Sony Interactive Entertainment's support will benefit 264 students from 2021 to 2025, including prospective students interested in Undergraduate and Master's courses as well as current undergraduates and postgraduates at the University.



Shaftesbury PLC sponsors scholarships for Westminster Real Estate students on the Real Estate BSc Honours course at the University worth £30,000.

The University is proud to partner with the Aziz Foundation to offer Master's scholarships for exceptional students from a British Muslim background looking to progress onto postgraduate study.

We also launched a scholarship programme with the Hong Anh Medical Campus (HAMC) of Vietnam to provide scholarships for medical and health professionals in Vietnam to study in London.

A record number of 16 female students on the Software Engineering BEng Honours and Computer Science BSc Honours courses have been recognised with the Concentrix Tigerspike Award after graduating with a 1st class degree.



We are continuing our work with colleagues and students to bring cultural change through joining the 'Union Black: Britain's Black cultures and steps to anti-racism' programme.

Alternative theatre the Soho Poly awarded £88,300 from the National Lottery Heritage Fund to preserve the history and heritage of this nationally important and radical theatre with diverse young people.

Research and Knowledge Exchange

Our four research communities bring together and build on the work of all of our research groups and centres. The four communities are: Arts, Communication and Culture, Diversity and Inclusion, Health Innovation and Wellbeing and Sustainable Cities and the Urban Environment.

The **Diversity and Inclusion Research Community** focuses on research that explores what inclusion really means, seeking to understand the issues that can enable or prevent particular groups from taking a full part in society as citizens in a global world; employees; students; and members of families and communities.

The community encompasses, though is not limited to, researchers interested in law; policy; economics; and social sciences. The issues it addresses include diversity; discrimination; social mobility; organisations; and labour markets. Dr Roza Tsagarousianou, Reader in Media and Communications at Westminster School of Media and Communication is the newly appointed Diversity and Research community Lead.

The **Graduate School** supports the academic progress, personal and professional development and overall experience of our research students. It is also responsible for the support and training of research supervisors. EDI issues are pertinent to both areas. Overall responsibility for EDI sits with the Director, as Chair of the Graduate School Board, Professor Leigh Wilson. In May 2021 we hosted our first The Graduate School Festival featuring one week of workshops, panels, screenings, competitions, exhibitions



and talks to show peers, colleagues at the university and people beyond it the brilliant research being done by doctoral students here at the University of Westminster, research that is in the process of changing lives, minds and the world.



Data Monitoring and Benchmarking

As a Higher Education Institution, we have specific equality duties, as outlined by The Equality Act (2010). These require public authorities to tackle discrimination, victimisation and harassment, advance equality and foster good relations. It is also our responsibility to publish our equality information on an annual basis.

This report has documented and celebrated the effective progress we have made in delivering the equality, diversity and inclusion agenda through our strategy, action and people. The following section summarises the monitoring and benchmarking of the University's performance through data monitoring and benchmarking.

Accurate equality information enables the University's management teams to understand what steps need to be taken to; address diversity and equality issues in the structure and management of the workforce; prevent direct and indirect discrimination and identify appropriate support for a diverse colleague profile.

Summary of Analysis

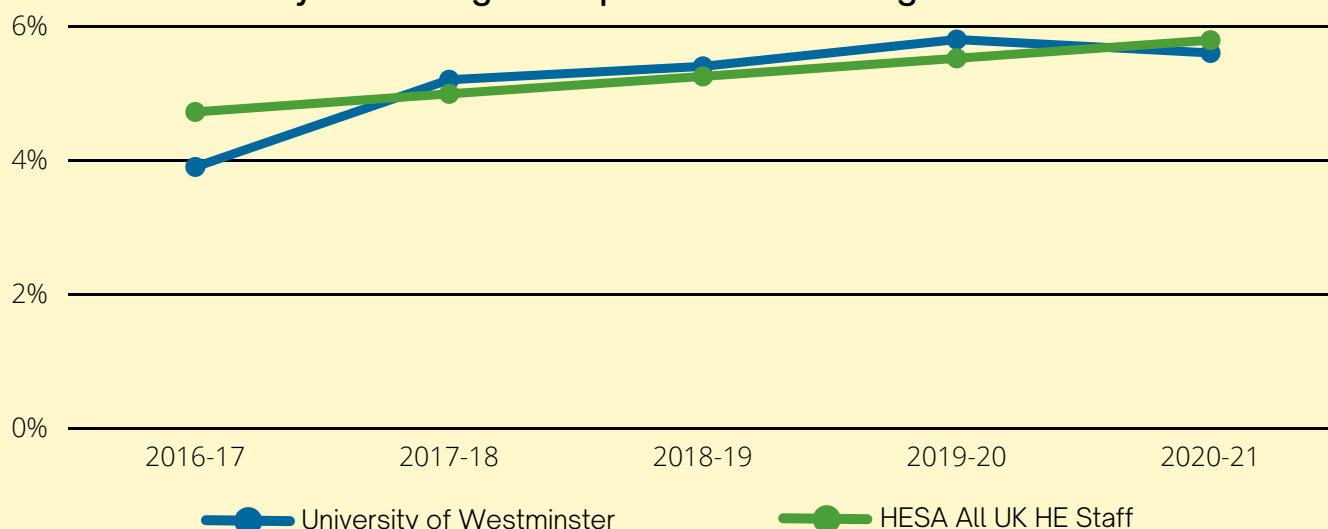
The overall picture shows negligible statistical changes in colleague profiles over the last 12 months with slightly more significant changes highlighted in the three year trend data and sector average comparison. The implementation of the EDI Strategy and Action Plan and with support from our colleague networks, our aim is to see measured significant changes in the areas we need to improve. In 2023 the university will open all academic senior posts to competition rather than automatic extension providing an opportunity for change in the diversity of our senior leadership.

The following are 'thumbnail' summaries for each of the protected characteristics.

DISABILITY:

- Disability disclosure has fallen by 0.2% to 5.6% of colleagues, in line with the sector average.
- The three year trend records no significant increase in disclosure with a 0.4% increase on 2017 18
- All colleges and PS departments are within 0.7% of the university disclosure rate apart from CETI with a disclosure rate of 0%

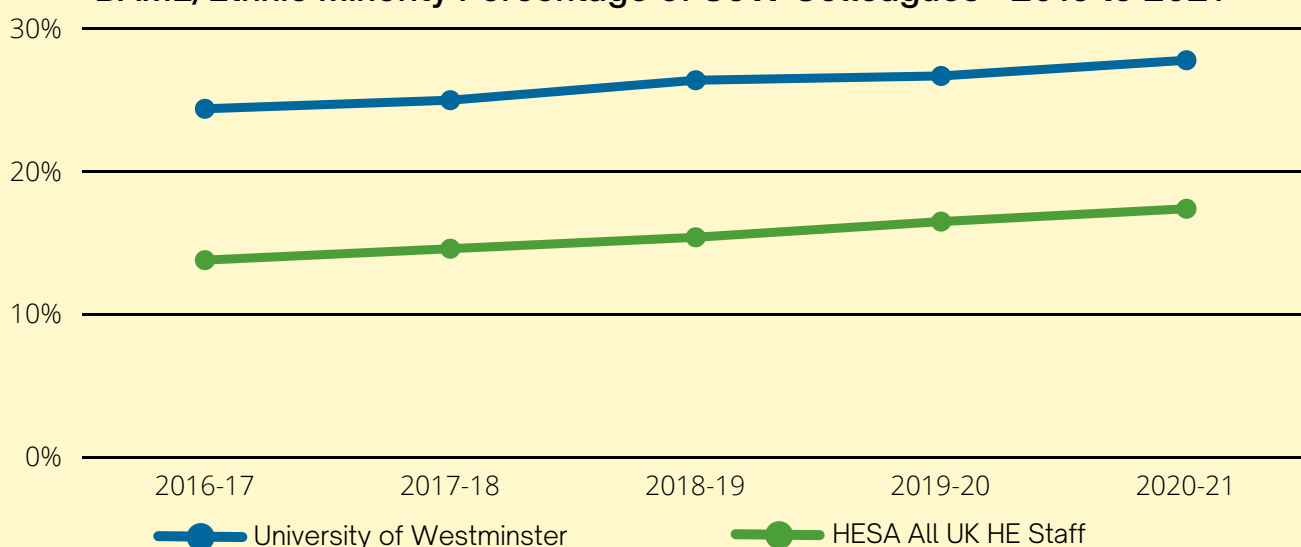
Disability Percentage Compared to HE Average 2016 to 2021



ETHNICITY:

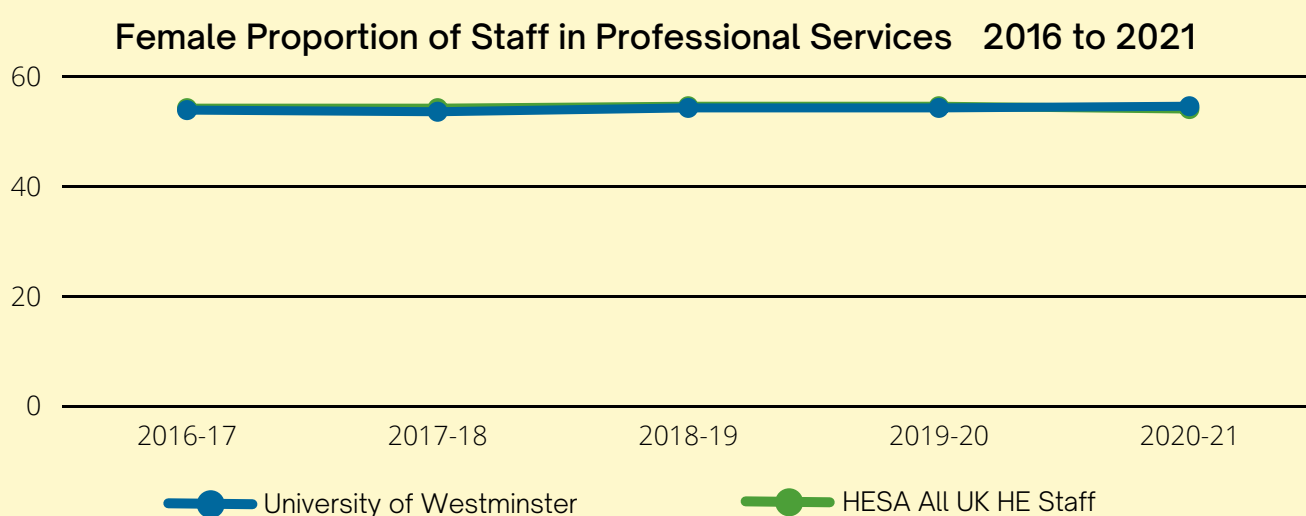
- The University of Westminster BME profile stands at 27.8%, an increase of 1.1% from the previous year and 10.4% above the sector average (17.4%)
- The three-year trend shows a continued recorded increase of 2.8% on 2017-18
- The BME profile of senior colleagues shows no change in the following categories: Rectorate (0%) Heads of College (0%), Associate Heads of College / Research Directors (0%)
- The BME profile of Heads of Schools has increased by 3.3% (20%); a decrease of 9.2% Assistant Heads of Schools (24.1%) an increase of 0.8% Professors (10.8%) and an increase 0.6% L1-L5 senior management grades (9.4%)
- Professional Services has a BME profile of 34.2%
- Academic Colleges have a BME profile of 23.5%. When comparing percentage representation by College, WBS remains the highest at 37.7%, an increase of 2.7%, LAS 20.9%, an increase of 1.1% and DCDI 16.3%, an increase of 0.7%. CETI; The Westminster Centre for Education and Teaching Innovation 21.7%, an increase of 5.9%

BAME/Ethnic Minority Percentage of UoW Colleagues 2016 to 2021



GENDER:

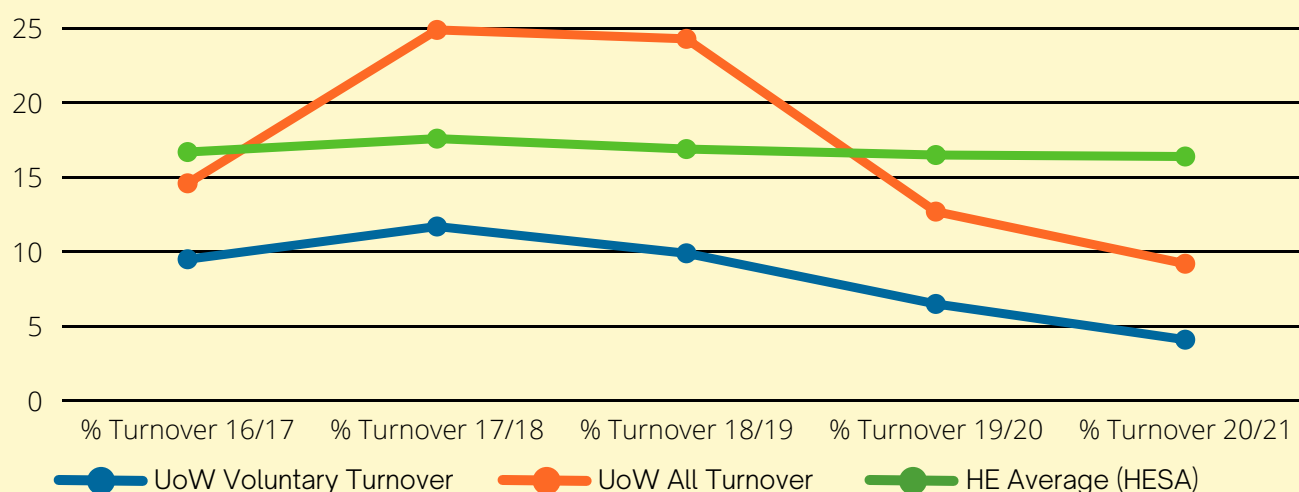
- The overall gender split is 54.6% female, 45.4% male, a 0.4% increase (female) from last year, 2.4% above the sector average (52.2%).
- 49.08% of academic staff and 61.9% of Professional Services staff are female
- The gender split at senior grades (all noted figures represent female%) has recorded an increase of 10% Rectorate (50%), a decrease of 1.7% L1-L5 (47.2%) an increase of 5.1% Heads of School / Assistant Heads of School (53.8%); an increase of 6.7% Professor (40%); an increase of 3% Head of College / Assistant Head of College (25%)
- The three-year trend highlights that the gender balance has remained fairly static with a 1% increase in female colleagues.



STAFF TURNOVER:

- The headline figures show that the percentage of leavers has fallen 3.3% to 9.4%, below the pre-restructure level 2016-17 (14.6%) and 7% below the sector average (16.4%)
- Turnover for Academic colleagues has remained static at 4.4% lower than Professional Services colleagues (10.2%), a decrease of 7.2% from the previous year
- Turnover of Researchers remains high at 54.9% due to an increase in fixed-term contracts over the last four years, increasing the number of researchers (71) but also the annual turnover (39)
- When comparing Voluntary Leavers to 'All Leavers', the difference is 5.3% with Voluntary Turnover at 4.1% and All Turnover at 9.4%. Please note that in the Colleague turnover figures, 'All Leavers' includes voluntary and compulsory redundancies, including the ending of fixed-term contracts. 'Voluntary turnover' figures do not include voluntary severances, end of fixed-term contracts, retirements, redundancies, death in service, failed probations, dismissals etc. It is important to note that low turnover provides less scope for changes in the profile of the University's workforce year on year.

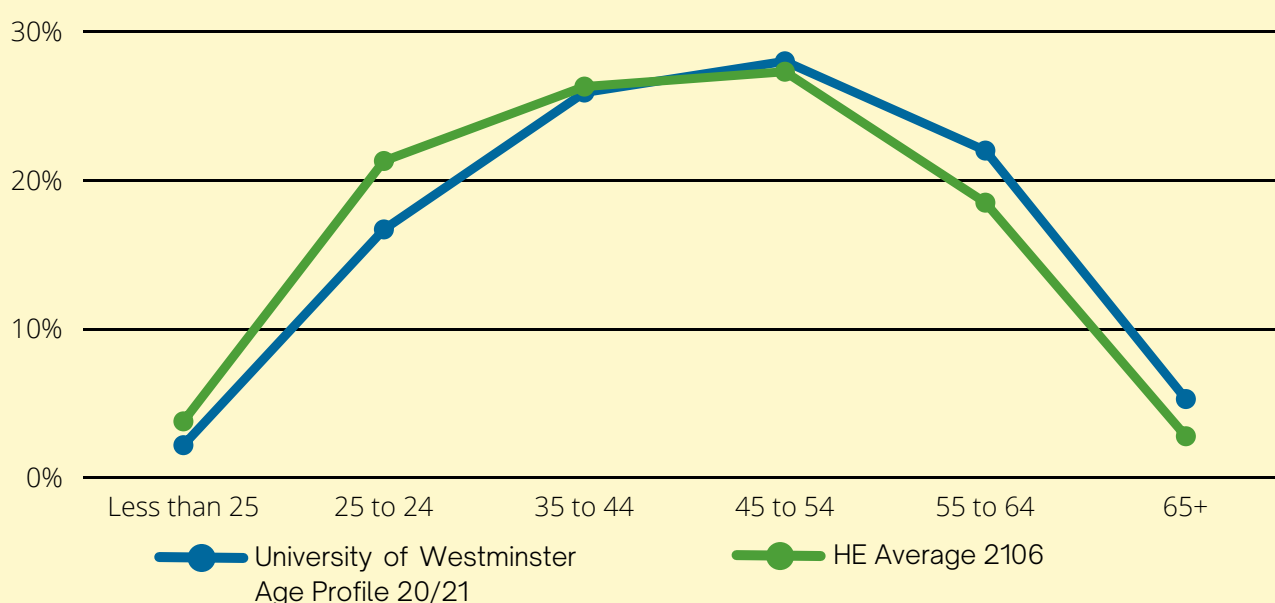
Staff Turnover- Voluntary Compared to All Leavers 2016 to 2021



AGE:

- The colleague age profile has not changed significantly since the last report.
- There is a lower percentage of colleagues in age groups less than 25, 25-34, 35-44 and a higher percentage 45-54, 55-64 and 65+
- Numbers in the 65+ group are low (5.3%). While this figure will increase over time in line with the removal of the statutory default retirement age at 65 and the University's chosen default retirement age of 75, there is no notable impact to report at this time.
- The age profile for Professional Services 'peaks' in the 35-44 age category, whilst Academic colleagues 'peak' in the 45-54 age category.
- 67% of Researchers are in the 45 and below age category

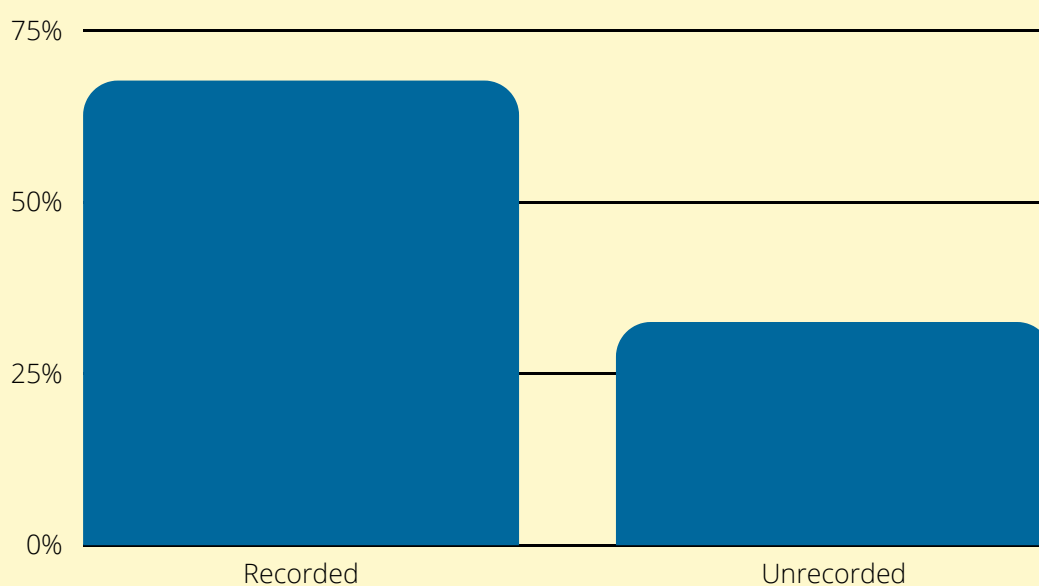
UoW Staff Age Profile Compared to 2016 HE Average 2016 to 2021



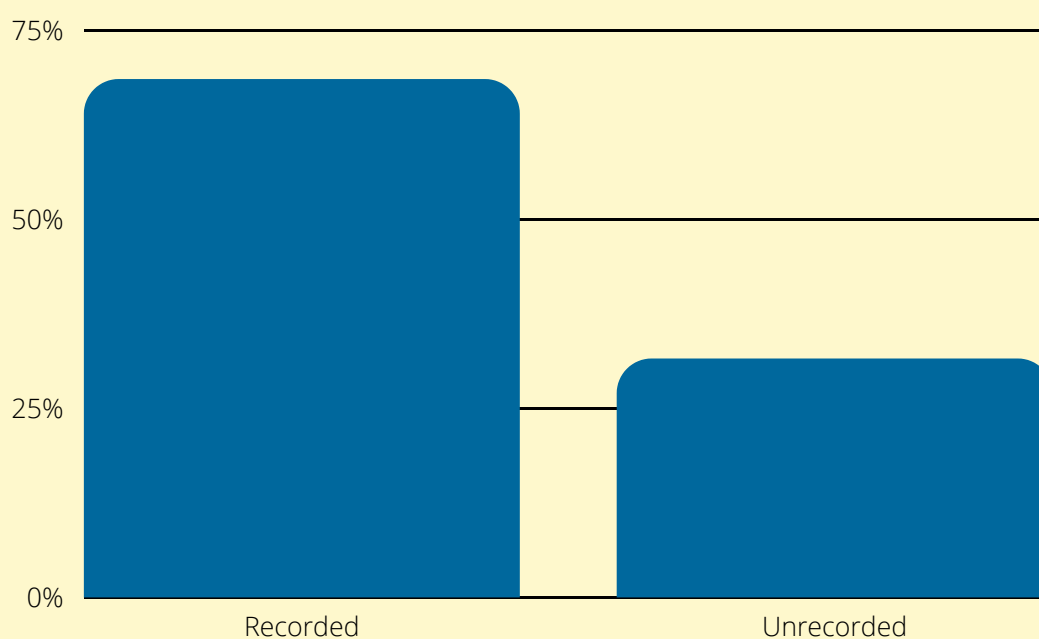
SEXUAL ORIENTATION / RELIGION AND BELIEF DISCLOSURE:

- Recorded Sexual Orientation Return has increased by 1.6% to 67.6%
- Recorded Religion and Belief return has increased by 3.6% to 68.5%
- Despite the trend in positive disclosure rates, it is difficult to make any concrete conclusions while the 'Unrecorded' disclosures remain at such a high rate.
- Many Universities do not provide numbers and percentages of the total number of colleagues with these protected characteristics.
- We acknowledge that a number of colleagues consider this information, in particular, to be sensitive, personal information

Sexual Orientation Return All Colleagues 2021



Religious Belief Return All Colleagues 2021



Equality Pay Gap Report

The annual Equal Pay Audit builds on the University’s commitments to Sustainable Development goals, in particular SDG 5: Gender Equality and SDG 10: Reduced Inequalities.

Key Highlights

Female Academic Talent

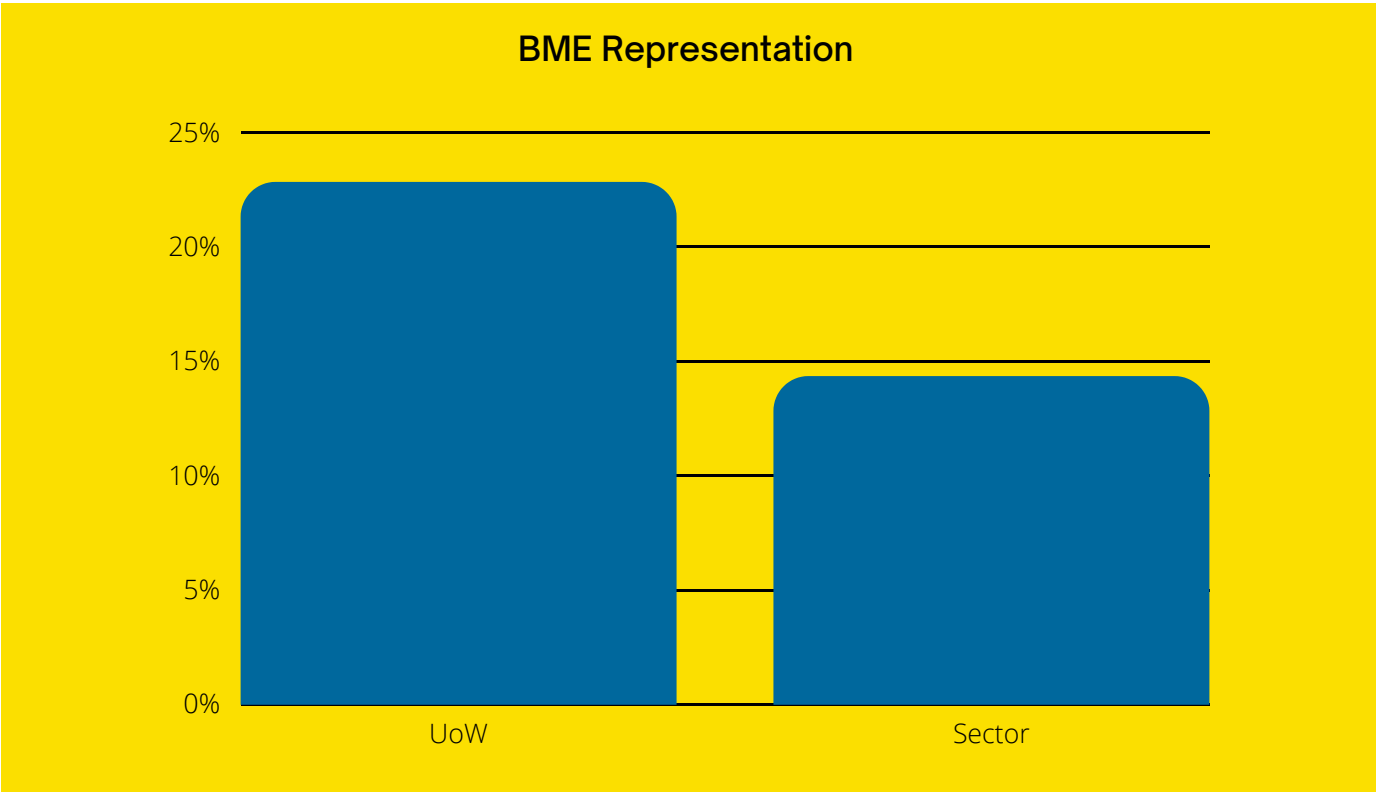
Over recent years the Equal Pay Audit has drawn attention to the lack of female representation in more senior roles. What the data this year tells us is that female talent is starting to come through some of the key career pathway pipelines for senior academic roles.

Academic Management Roles: 50% Female

Early Career Professors: 47.5% Female

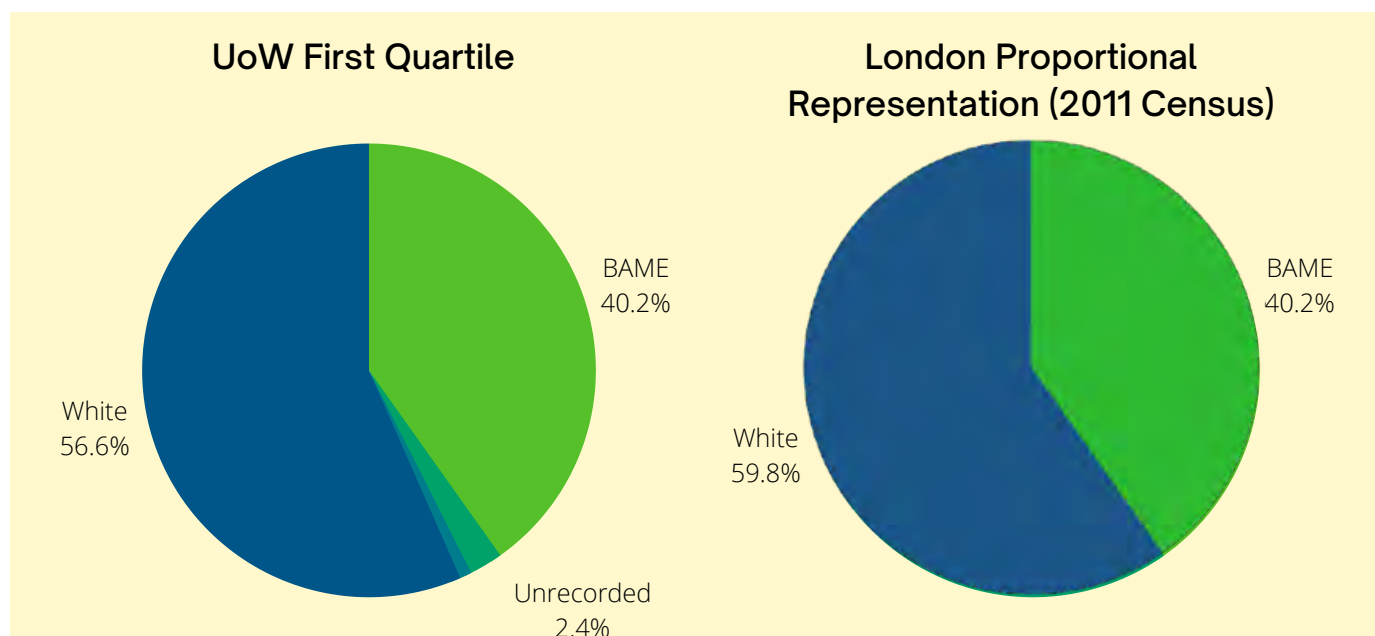
BME Representation

Our overall BME representation of 27.79% at the University is almost double the HE sector representation of 14.31% (HESA 2020).



Further Action

Our diverse representation within the first quartile of the University matches the diverse representation of London. This gives us tools to build on, ensuring a more diverse representation in senior roles by continuing to strengthen appropriate career and talent pathways.



We will continue to monitor the following key objectives:

1. We know that the amount of unknown data is improving, and this has been built on further with the launch of a new, easily accessible Self Service system in July 2021. We will monitor the impact of this and work with the EDI Committee and appropriate colleague networks, where appropriate, to improve further.
2. Ensure an Equality Impact Assessment of the revised Senior Colleague Salary Review process and continue to work with Colleges and Professional Services Directors on annual workforce planning initiatives to ensure gender equality and reduced inequalities are key considerations.

For the full report please see **Appendix Equal Pay Audit 2020 21.**

HR Casework

Case Type	2016-17	2016-17	2017-18	2018-19	2019-20	2020-21
Disciplinary	13	15	10	7	1	6
Grievance	2	7	12	11	10	8
Sub-total	15	22	22	18	11	14
Employment Tribunal /ACAS Early Conciliation	0	0	1	2	1	3
Total	15	22	23	20	12	17

The small number of formal cases continues to make statistically significant comparisons difficult. We run the risk of identifying individuals if we report in detail, therefore in order to reflect GDPR/Data Protection principles and protect the confidentiality and credibility of this exercise, we have provided this information in anonymised data form. We continue to monitor casework closely and undertake regular impact assessments.

Whilst the level of formal cases is relatively low, proportionate to the number of colleagues, their complexity is such that the HR Advisory Support team routinely carry out ‘lessons learnt’ exercises, monitor any potential patterns or trends, review individual cases and make wider recommendations where appropriate.

The amount of time spent on informal casework continues to represent a high proportion of each HR Partner/Adviser’s workload. The emphasis is on partnership working with client groups to support and enable line managers to deal with concerns in a timely way and through, informal resolution wherever possible. HR Partners/Advisers contribute to the internal management development programme, leading on briefings and workshops on HR policies and procedures.



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