



University of
Nottingham
UK | CHINA | MALAYSIA

Appendix 1

EDI Annual Report 2022/23:

Thematic Updates from Faculties,
Professional Services and Staff Networks

Contents

EDI Theme: Intersectionality and Inclusion	3
Faculty of Arts	3
Faculty of Engineering.....	3
Faculty of Medicine and Health Sciences	7
Faculty of Science.....	7
Faculty of Social Sciences.....	9
Professional Services.....	10
Carers' Staff Network.....	12
EDI Theme: Disability Equality	13
Faculty of Arts	13
Faculty of Medicine and Health Sciences	14
Faculty of Science.....	14
Faculty of Social Sciences.....	15
Professional Services.....	15
Disability Staff Network (DSN)	17
EDI Theme: Race Equality	19
Faculty of Arts	19
Faculty of Engineering.....	19
Faculty of Medicine and Health Sciences	20
Faculty of Science.....	20
Faculty of Social Sciences.....	20
Professional Services.....	21
Black, Asian and Minority Ethnic (BAME) Staff Network.....	23
EDI Theme: Gender Equality	25
Faculty of Engineering.....	25
Faculty of Medicine and Health Sciences	25
Faculty of Science.....	25
Faculty of Social Sciences.....	26
Professional Services.....	27
The Haven	28
Parenting Staff Network	30
Women's Staff Network (WSN)	31
EDI Theme: LGBTQIA+	36
Faculty of Arts	36
Faculty of Engineering.....	36

Faculty of Medicine and Health Sciences	36
Faculty of Science.....	37
Faculty of Social Sciences.....	37
Professional Services.....	38
LGBTQIA+ Staff Network.....	38
EDI Theme: Wellbeing	39
Faculty of Arts	39
Faculty of Engineering.....	39
Faculty of Science.....	41
Faculty of Social Sciences.....	41
Professional Services.....	43
Neurodivergent Staff Network	43
EDI Theme: Faith and Religion	44
Faculty of Engineering.....	44
Faculty of Science.....	44
Faculty and Professional Services EDI Contacts	45

EDI Theme: Intersectionality and Inclusion

Our Commitment: (1.1) Inclusive recruitment

We will work with faculties, schools and departments to embed inclusive recruitment practices, and reduce the university's gender, ethnicity and disability pay gaps.



Our Commitment: (1.2) Reward, recognition and career progression

We will ensure a more intersectional and joined up approach to addressing systemic and cultural inequalities experienced by those with protected characteristics. We will also offer support around career progression to those who are minoritised and disadvantaged with the aim of preventing any widening of the career progression gap as a result of the pandemic.



Progress in 2022-23

Faculty of Arts

Language Matters project (FoA project in collaboration with Professor Andy Fisher)

Impact on: Students

The project investigates language and terminology at the university and how some words and concepts create barriers for students. This project follows on from three focus groups that were held with students last year.

Induction and Transition Project (Humanities project)

Impact on: Students

Commencing in 2022/23, this ongoing project investigates the experience of students transitioning into higher education and the support required for them to succeed. During the academic year, first year Humanities students were asked to complete a survey to understand the teaching, learning and community experience. This was followed by five focus groups, one focusing on the experiences of Black, Asian and minority ethnic students and another on the experiences of disabled students. Following the findings of this initial work, funding has been secured for students as Change Agents to continue the research in 2023/24 and employ a group of 5 student Engagement Associates to collaborate with the working group on ESE initiatives.

Faculty of Engineering

Changes to the Faculty's EDI governance arrangements

Impact on: Staff and Students

During 2022/23 revised governance arrangements for EDI were developed to:

- Remove overlap in the remit of the Faculty's People Board, established in August 2021, and its EDI Board.
- Strengthen links for student EDI with the Faculty's Education and Student Experience Board (ESEB).
- Ensure EDI is embedded into all of the Faculty's activities and processes.
- Better support the complex programme of new projects required to deliver the Faculty's People and Culture Enhancement Plan (PCEP).

Supporting the revised governance arrangements is a Senior Project Manager for People and EDI which is a new post in the Faculty, recruited in January 2023. The post is central to the delivery of the Faculty's EDI Action Plan.

Inclusive Recruitment

Impact on: Staff

In 2022/23, work has been undertaken to review our processes and standard text in authority to fills and adverts to ensure we are utilising the best practices highlighted in the Inclusive Recruitment Guidance from HR. Further work will continue into 2023/24 to ensure consistency in approach. A working example of how the University's Diversity in Recruitment report is being applied in the work taking place to embed inclusive recruitment practices into the recruitment of Trainee Technicians, includes:

- Aiming to attract a more diverse mix of applicants from local schools and colleges.
- The use of specific language in job ads and role profiles which seeks a mix of both common person specification requirements which all candidates must hold and some specific to each department.
- Promotion of part-time/job share opportunities and flexible working arrangements where applicable for each role.
- Revised minimum eligibility requirements which will increase the pool of applicants to choose from and provide opportunities for those with more practical skills than academic ability.
- Revised assessment process which is now split into two parts: a formal interview; and practical tests and assessments on an individual's interaction with potential future colleagues in the recruiting team.
- Creation of a new training grade post at TS level 3 which allows successful applicants to progress to TS level 4 on completion of an 18-month training programme.
- Increase visibility of roles available using social media and multi-platform advertising to increase numbers and diversity of those applying.

Building on the lessons learned from 2022/23, future plans for the Trainee Technician recruitment include: developing a webpage to support recruitment, to include information about the application process and what to expect, tips on what a good application looks like and good news stories from previous apprentices and technicians; providing applicants with interview questions in advance; and engaging in more outreach activities to develop connections with local schools and colleges and highlight a technical role as a viable career option.

Impact on: Students

- From 2022, undergraduate entrants predicted A-level results are no longer used in the offer making process. Instead, all applicants studying the right subjects are made an offer. Previously, anyone with predicted grades more than two grades below the entry requirements were rejected and even if they subsequently performed better than predicted, they could not re-apply through clearing. Since the change, the Faculty has improved its APP performance.
- Website guidance (including a video) has been developed to help Widening Participation applicants to architecture courses meet the portfolio element of the course entry requirements. The impact is to be assessed post the cycle in Summer 2023.
- Admissions Tutors in relevant Departments are having chats with BTEC student applicants to:
 - Understand their level of mathematics.
 - Inform them of the challenges they will face studying alongside A-level entrants who have a wider knowledge of maths.
 - Advise them about the foundation programme, so they can make an informed decision about their route into university.

- Further analysis on BTEC student performance following the enhanced admissions process will be carried out through the 2023-2024 academic year.
- The PGR recruitment project seeks to:
 - Improve the promotion of the value of PhDs.
 - Meeting targets for PGR recruitment.
 - Build on the training and support offer for PGR Supervisors.
 - Enhance the offer to PGRs. This includes establishing a system of awarding a Research Training Support Grant (RTSG) to all self-funded international fee paying PGRs.
- The faculty have created inclusive marketing videos to make clear our message that Engineering and Architecture is for anyone and great minds don't think alike.

Outreach Activity to Attract New Talent

Impact on: Staff and Students

The faculty has participated in various outreach events to attract a more diverse range of staff and students. Examples include:

- a) Outreach to local schools to raise awareness of Technical Services (TS) Apprenticeship opportunities.
- b) The annual 'STEM' Christmas event for 2022 was hosted by the Faculty of Engineering and attended by 250 secondary students from eight Nottinghamshire schools. This annual lecture aims to inspire the next generation of students to continue with STEM subjects and eventually pursue a career in the sector.
- c) The Faculty participated in a Midlands Innovation Summer School event (TALENT Quest) held at the end of June, organised colleagues in the Faculty of Life Science. 11 young students with protected characteristics took part in a weeklong placement programme involving a range of technician-led activities to learn about the diversity of technical roles available in Higher Education and Research.
- d) Technician reps attended an outreach event for local schools and colleges held at Bilborough College in June to promote the Faculty's technical opportunities on offer.
- e) Other examples of outreach events with local schools organised by the Faculty's Education and Student Experience Initiatives Officer includes:
 - i. How Engineers Landed People on the Moon (various dates).
 - ii. Inspiring Women in Engineering (March 2023).
 - iii. Ghana Bridge Building Competition (March 2023).
 - iv. Girls in Electronics (May 2023).
 - v. Arkwright Connect Day (April 2023) which invites scholars who are a selected body of future engineering leaders (supported by the Small Pieces Trust) to the University for a day of interactive workshops, presentations and discussions with academics and current engineering students. The Faculty of Engineering sponsors one Arkwright Scholarship per year.
 - vi. Mechanical Engineering Taster Day (June 2023).
 - vii. Royal Academy of Engineering Taster Day (July 2023).

Inclusive Induction

Impact on: Staff

Job family specific Induction Packs for new staff have been developed, informed by feedback on a survey with former recent new starters undertaken in January 2022. Improvements include:

- Pre-welcome information packs are now sent to new starters 2 weeks prior to arrival.
- Further welcome information sent to new starters 2 days prior to their arrival, including payroll and other info for use in their first week.
- 20 temporary staff passes now available until permanent passes available.

- Manager and new starter checklists have been developed.
- Buddy guidance is now available and posted in the Faculty's Staff SharePoint site.

Career Progression and Reward and Recognition for Existing Staff and Students

Impact on: Staff

- In February, all faculty staff were encouraged (via a weekly faculty update) to apply to become a mentor within the Leadership and Management Academy (LMA), to offer help and guidance to other staff seeking support in their career and professional development. Conversely, staff were encouraged to access the LMA coaching and mentoring pool, to either find a coach / mentor to support them in their professional and career development, or to volunteer to be one.
- An Introduction to Early Career Fellowships session was held in March, introducing research, academic and APM staff to what a fellowship is, an overview of those funders who support them, differences between funders and their competitions, eligibility requirements, and an understanding of what a competitive application to apply for a fellowship looks like. The event was aimed at early career researchers, new recruits to the faculty, and any established researchers who wanted to update or refresh their CV.
- The Faculty launched its Researcher Concordat Implementation Plan in June 2023, which sets new expectations and responsibilities for researchers, their managers, and for the University to ensure that researchers are given every opportunity to thrive and realise their potential.
- Data on take up within the faculty on applications to undertake Continuous Professional Development (CPD), Leadership and Management Academy (LMA) courses and Short Courses has been analysed in order to identify areas where targeted promotional activity is required to ensure:
 - All staff are aware of their right to request such opportunities and feel supported by their line managers.
 - A consistent approach across all line managers.
- The Faculty hosted several events during Employability Week (12 - 16 June 2023) to provide students with a chance to develop their understanding and experience of different aspects of early career recruitment processes, and how to excel in them. The event gave students the chance to meet directly with potential employers, gain an insight into how they recruit and gain tips to get one step ahead in the recruitment process.
- A writing about EDI event was hosted by the Faculty in July involving internal and external guest speakers who shared their bid writing strategies and challenges (including incorporating EDI into grant applications, and best practice). The event provided the opportunity to:
 - Seek feedback from Research Development staff on a particular project funding application draft.
 - Take part in small group Q and A discussions.
 - Use EDI cards to help strengthen EDI elements of their applications.
- The Faculty has used its Engineering Research Futures MS Teams Channel, which provides a forum for researchers in the Faculty to share best practice and experience, to promote the following opportunities to its 236 members (as at the end of October 2023):
 - **March 2023:** call for applications for the annual Early Career Leadership Programme which supports researchers in the early stages of their careers (2+ years post-award of doctorate) who already have some formal / informal leadership experience. The Programme helps them to develop their leadership and communication skills, build their confidence and prepare them to take the next steps in becoming a research leader of the future.

The 2023 Honorary Appointment Process for applications for Honorary Professor and Honorary Fellow appointments were also promoted to enable the Faculty to achieve a more diverse range of Honorary Appointments and address the disparity in gender balance.

- **April 2023:** launch of the Researcher Academy's best practice guides, including a framework which aims to provide practical actions which can be adapted to local practices and structures to improve the support for postgraduate researchers from diverse backgrounds, thinking beyond recruitment. The suite of best practice guides included guidance to support EDI in Post Graduate Researcher (PGR) recruitment activities.
- **May 2023:** the opportunity to apply for up to 12 delegation places to take part in a collaborative online programme for researchers as an opportunity for them to raise their profiles and build networks with researchers at other collaborating UK Higher Education institutions (across all disciplines), whether career aims are in academia or beyond.

Faculty of Medicine and Health Sciences

Inclusive Recruitment

Impact on: Staff, Students and Wider Community

The faculty operates an ongoing faculty mentoring scheme and is committed to monitoring the diversity of both mentors and mentees. Anonymous recruitment has been trialled and/or embedded in different areas across faculty. EDI has been included in the business planning round for 2022/23.

One of the biggest developments in the faculty is the creation of a new People and Culture officer role. This will enable us to increase our EDI activity going forward.

Faculty of Science

Inclusive Recruitment

Impact on: Staff, Students and Wider Community

The Faculty of Science (FoS) now has an interviewer pool of 80 staff across all job families and at all levels, who have volunteered to join interview panels to promote diversity and reduce the burden of sitting on multiple panels for those from underrepresented groups. In order to ensure research staff were represented within the interviewer pool, HR delivered an additional targeted recruitment panel training session which included 20 FoS research staff and served to diversify the interviewer pool significantly. This has been supported by the development of new SharePoint pages to support inclusive recruitment within the Faculty, including a bank of inclusivity statements for use in job adverts. The School of Psychology has trialled giving all candidates their interview questions thirty minutes in advance, and elsewhere in the Faculty questions have been shared at the point of invitation to interview. This has received very positive feedback from candidates and interview panel members.

The Faculty EDI Director ran a Reflective Practice for Career Development for APM staff in June – this was offered to APM staff across all five Faculties with 58 attendees. The session received excellent feedback, with one attendee noting ‘I really enjoyed it, and it has given me more confidence to think about my career development rather than staying stagnant and comfortable in my current role.’

The School of Mathematical Sciences produced ["Why work here?" videos](#). These are now on the school's webpage and used to help in staff recruitment by showing diverse staff talking about why they like working in the school, with a particular EDI focus (e.g how it fits with caring responsibilities).

Broad EDI initiatives in the Faculty of Science

Student Support

Impact on: Students

The Faculty ESE team has introduced a range of supportive measures to address challenges students identified in the 2022-2023 Faculty Cost of living survey. This includes promoting the central and local school breakfast sessions, and the Faculty Hub gave out over 90 food parcels to students in 2022-23. Proactive activities have been put in place including faculty money management workshops and a shared pantry piloted on Sutton Bonington.

Furthermore, 2022-23 saw the launch of our Senior Rep pilot, paying students for their time as Reps for the first time and putting a stronger infrastructure around the work the students do to try and ensure more positive outcomes. Although still early on in the pilot, early signs are very encouraging with a diverse group of students recruited to the roles and some commenting that they would not have been able to pursue a role such as this without payment due to the ongoing cost of living crisis. The Reps are able to support a range of faculty projects, enhance the student voice within governance structures and improve overall quality and quantity of student engagement.

Impact on: Staff, Students and Wider Community

Cascade funding supported a conference on socioeconomic equity: 'changing research futures', driven by Biosciences staff including Biosciences student speakers. There were 160 participants including delegates from Midlands companies (e.g Rolls Royce) and universities (e.g. NTU, Leicester, Loughborough, Aston, Birmingham, Warwick). A shared mailing list was generated as a follow-up peer support group.

Computer Science restructured the school's EDI Committee in line with the University of Nottingham's EDI thematic areas, introduction of thematic championship, leading to increased engagement and activity. The Horizon CDT within the School set up an EDI challenge group to support the development of inclusive practice within the programme – this is now led by PGR students.

Given the partial overlap in remit and to maximise the impact of action, the School of Chemistry merged the EDI and Athena Swan SAT committees, with the Athena Swan Lead and the EDI Director co-chairing the meetings. The committee includes staff from all job families, a PDRA representative from the Post-Doc forum, a PGR rep from the PhD forum and an external advisor. From December 2023, the Disability Liaison Officer will also join the committee, and we are currently seeking to include a UG Senior Rep.

Jointly coordinated by EDI leads in the Schools of Maths and Chemistry, a Diversity in Science Festival one-day [Conference](#) took place on 12 June, with 50 attendees across the faculty and very positive feedback. Talks covered LGBTQIA+, Neurodiversity, gender equality and race equality, as well as more broad themes on intersectionality and EDI in industry, with representatives from Boots/No.7 Company, GSK and Croda. Feedback from attendees noted that *'[I] learned some new terminology today and realised how important it is to think about other people's lived experience'*, and that they learnt *'EDI is an ongoing conversation'*.

The School of Physics and the Faculty ESE joined other universities as part of the Levelling Up STEM. The programme provides A level tutoring and mentoring to support individuals from under-represented backgrounds with their physics studies and the transition to university. The Levelling Up Physics programme was piloted from March to December 2023 with 20 local students taking part.

Year 12/13 Students received regular online tutoring and mentoring sessions in addition to on campus opportunities.

The Faculty ESE team also implemented a work experience programme, year 10 students from underrepresented backgrounds in STEM. 21 students joined the programme in July where they took part in 10 placement activities across the breadth of STEM careers and subjects within the Faculty of Science.

Faculty of Social Sciences

Inclusive recruitment

Impact on: Staff

- All EDI School Leads as well as Senior/Operations Managers were invited to attend the EDI Town Hall on Inclusive Recruitment on 29 November 2022.
- There are various initiatives taking place across the Faculty as part of this EDI priority, including the use of anonymised recruitment for APM staff and ensuring the diversity of interview panels.
- The School of Geography has recently trialled a new approach to interviews, involving one-on-one time with members of staff. We will review the process to see how successful it was in terms of interviewees experience/recruitment process.
- The School of Sociology and Social Policy have now allocated workload hours for attending EDI committees.

Reward, Recognition and Career Progression

Impact on: Staff

The career development workshops for APM staff have been circulated across the Faculty. The School of Education offers school-level workshops for colleagues interested in applying for promotion.

Student EDI Engagement Working Group

Impact on: Students

A working group, chaired by Edward Hammond, was established in September 2022, to scope out what student engagement with EDI projects currently exists in local areas across the Faculty. Once this information is gathered, the group will look to share examples of best practice and potentially make recommendations for how student engagement with EDI could be strengthened.

Awards/Special Recognition

Impact on: Staff, Students and Wider Community

Nottingham University Business School led the 'Charter for inclusive entrepreneurship'. The University of Nottingham is now officially a signatory after a decision by the University Executive Board. This charter mark is currently in the process of being added to the University's EDI pages.

NUBS Quality Enhancement Investment Case was approved (21 March 2023) by University Council. The case allocates additional resource into the school for two years from 1 August 2023, comprises of staff and non-staff funds to support the work of the school across four main pillars of activity: Market position and external/global engagement, Research quality, Student experience, Cultural transformation. University Council also approved the Castle Meadow Campus Infrastructure business case. EDI is core to both the investment and business cases.

The School of Politics and International relations is launching an EDI dissertation prize for the best submitted undergraduate dissertation that covers an EDI topic.

Inclusive recruitment

Impact on: Staff, Students, and Wider Community

Professional Services consists of around 16 departments, with an EDI Lead in each department and who are members of the Professional Services EDI Committee. The first meeting of the committee focused on inclusive recruitment, with a presentation and question and answer session led by colleagues in HR Recruitment Services. All EDI Leads have taken active steps to promote and embed inclusive recruitment practices within their departments and provide quarterly progress reports to the committee. Each area has tailored the approach according to the size, shape and recruitment needs and challenges of the department. All EDI Leads have taken responsibility for encouraging the use of the EDI in Recruitment Checklist and communicating inclusive recruitment practices locally.

Student and Campus Life: New role filled. The Recruitment Officer in the central Student and Campus Life Team has met with Doug Little and Janette Alvarado Cruz to begin work on embedding inclusive recruitment practices as divisional BAU.

Libraries: have been particularly proactive, taking a coaching approach to support line managers to gain the skills and knowledge to recruit more inclusively. This approach has been well received with 30 role profiles and adverts going through the coaching process. Several template Role Profiles and adverts have been created and shared via an established SharePoint, along with an inclusivity checklist adopted a standard practice. All documents and guidance incorporate the principles and best practice outlined by Professor Louise Mullany's research and HR advice. Libraries have now shared their approach to embedding inclusive recruitment practices, both across the University and externally.

Plans for 2023-24 will focus on interview and assessment and better supporting neurodivergent and disabled interviewees before they attend interview. A welcome pack for interviewees has been created and will be piloted in customer services. There will also be work to increase links with the local community to encourage more applications from racially minoritised people and Libraries are meeting with FUTURES to explore potential opportunities.

All departments have been directed to review, understand and improve processes in relation to staff reward, recognition and career progression with a particular focus on any inequalities. EDI Leads have been reporting progress on activity on a quarterly basis. Significant progress has been made in many areas, with particular highlights in Registry and Academic Affairs, including:

- Centralising secondment promotions and improving the process to ensure fairer access and transparency by improving communications and guidance to colleagues across the department, information on staffing matters is now accessible to all staff through the department's staff focused SharePoint meaning less reliance on communication with the Business Operations and/or leadership team.
- Creation of a digital 'thank you card' to strengthen relationships, build morale and highlight achievements in the workplace.
- Introduction of a recognition item at the monthly all-department stand-up meetings, recognising the work and contributions at all levels; no matter how big or small.
- Review of internal 'recruitment' practices and guidance including role transfers (lateral moves) and secondment.

- Improved department-level promotion related to Nottingham Reward Scheme (NRS), especially around the nomination submission deadline, to improve nominations and management endorsement and support, where relevant. We will be monitoring data trends, when available, to identify if the enhanced communications have made improvements to nomination quality and volume.
- Planning further improvements following a review of 2022 NRS data.
- Development of a RAA competency framework to support development and progression conversations.
- Planning a [#IAmRemarkable](#) workshop for RAA team members in November 2023

RAA EDI Working Group

Inclusive Recruitment

Impact on: Staff, Students and Wider Community

Revised Manager (APM4) and Senior Manager (APM5) role profiles to:

- Create stronger alignment with inclusive recruitment practices. The new role profiles ensure we consider candidates on ability and potential, more than on prior duties knowledge and work history.
- Ensure the information provided is 'to the point'; as applicants will have vital, important information and are likely to be overwhelmed by details at the early recruitment stage.
- Create attraction from a more diverse pool of candidates/industries/sectors.

Proactively taken action to improve our onboarding experience through:

- Enhanced guidance to ensure line managers and colleagues communicate effectively and regularly with new starters between the offer and start date.
- Piloting an 'induction week'. As RAA runs pool recruitment, we have a significant number of starters joining the organisation and department on the same day. To develop cross-team collaboration and consistency we deliver an in-person programme to support the starting of information and insights from across the team as well as provide opportunities to enhance the new starters networks across the university.
- Proactive expansion of the department 'buddying scheme' through enhanced communications. The scheme helps new staff transition into, and familiarising with, their new role by offering a confidential and informal relationship where there is a safe space to ask and answer questions regarding the University that may or may not be directly relevant to their role.

Reward, recognition and career progression

Registry and Academic Affairs have:

- Introduced a recognition item at the monthly all-department stand-up meeting recognising the amazing work and contributions at all levels within our department; no matter how big or small.
- Increased communications around Nottingham Reward Scheme especially around the nomination submission deadline. We will be monitoring data trends, when available, to identify if the enhanced communications have made improvements to nomination quality and volume.
- Currently reviewing NRS data from 2022 to inform improvement actions.

Belonging in the Workplace

Impact on: Staff, Students and Wider Community

The Careers and Employability Service continued their popular [Belonging in the Workplace](#) series of employer run workshops for employers who are seeking to recruit diverse employees. These are advertised through student societies and networks and include sessions for Women in STEM, Students with black heritage and best practice recruitment for neurodiverse students.

Staff Network: Carers' Staff Network

Membership

2019/20	2020/21	2021/22	2022/23
n/a*	n/a*	36	57

*Information for 2019/20 and 2020/21 unavailable with current co-chairs having taken over the role in Q1 2022.

Main Activities in 2022/23

The network co-chairs continue to provide monthly support drop-in sessions for network members. In addition, the network hosted an annual face-to-face informal meeting as an opportunity to get to know each other better.

The network participates and represents the interests of its members at the Staff Networks and EDI PVC Meeting, Intersectionality and Inclusion Oversight Group, Castle Meadow Design Consultation and Wellbeing group meetings. Members also continue to contribute towards consultation on HR and EDI policies, for example, the Agile working framework, when the opportunities arise.

There are three areas of focus for the network led by the co-chairs during this period:

1. The network has focussed its efforts on raising the profile of the network and reaching out across the university. The primary route for encouraging new membership and knowledge of the network has been by invitation from Schools, Faculties and Departments as part of their own EDI projects. Examples of contact have been with Estates, Social Sciences and Widening Participation. The network has either attended established meetings or hosted a bespoke session.
2. Building on the success of our first research cultures bid, the network once again submitted and successfully received funding to undertake a piece of research to provide information for gathering a deeper understanding of University of Nottingham unpaid carers experiences and the implications for their working lives. The researcher surveyed and interviewed 24 participants (who are not members of the network) to understand whether they self-identify as a carer and the challenges they face balancing the carer role (which may be at a distance) and their work at the university. Working with an external supplier, 'Coaching for Unpaid Carers' the network has offered 1-2-1 coaching sessions and 1 workshop. These sessions will be offered to the participants of the research project initially, and if space allows it will be extended to network members.
3. The network has submitted a proposal to the university that we should join the [Carers UK](#) organisation. Membership will extend the support we offer to unpaid carers, offer training and access to a wealth of resources. The organisation will ensure that the university displays best sector practice and becoming a carer inclusive place to work, offering a pathway to improvement and legislative compliance and opportunities to work with other members, including universities.

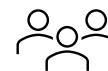
Co-chairs: Katherine Beers and Isobel O'Neil

For more information about the Carers' Staff Network, please email:

carers-network@nottingham.ac.uk

Our Commitment: EDI Priority: (2.1) Disability awareness, disclosure and reasonable adjustments

We will raise awareness of the multifaceted nature of disability. This will include: how staff and students can benefit from disclosing their disability, what are reasonable adjustments and why they should be put in place, and what provisions are available for managers so they can support disabled staff.

**Progress in 2022-23****Faculty of Arts****Covid as a Mass-Disabling Event: A Pedagogy of Kindness in Pandemic Times'****Impact on:** Staff and Students

This webinar featured Professor Cate Denial, Bright Distinguished Professor of American History at Knox College and University of Nottingham alumna, and PI on a \$150,000 Mellon Foundation grant analysing practices of care in academia during Covid. Professor Denial discussed the need to practice a "pedagogy of kindness" to create a more inclusive and just academy as part of larger efforts to make higher education more accessible for disabled students and instructors alike.

Reasonable Adjustments Training for Line Managers**Impact on:** Staff

This Training was delivered by Siân Jackson and Maya Segas from Mills & Reeve Solicitors. The Training was adapted from a reasonable adjustments workshop that took place at the University of Nottingham in November 2022, which received very positive feedback.

The training provided was individualised for the specific context of the Faculty of Arts, with the main aim of empowering line managers to make decisions regarding adjustments. It covered the practical day to day application of reasonable adjustments processes; clarity about what is meant by 'reasonable'; case studies to illuminate policy and procedure by managers.

Over 120 people attended, however only 8 people completed the feedback, all comments were positive, some of the comments are below:

- 'Knowing what is reasonable, and that not all recommended adjustments are obligatory. Also understanding that the effects on other team members is also relevant.'
- 'Understanding what is reasonable. Work stress isn't always caused by or resolved at work; perceptions can significantly contribute but can't be affected/ improved by adjustments.'
- 'If unsure proceed at first with the assumption of disability'

Disability Survey**Impact on:** Staff

This was distributed in January 2022 and closed at the end of February. In total, 55 staff members responded to it, some of the key findings were 78% of staff responding to the survey said that they have disclosed their disability to their line managers, only 45.5% of respondents have disclosed on MyView. The most common reason for not disclosing on MyView was that respondents did not know that this function existed. The other key findings were lack of awareness of the disability resources that were available, who to go to for help and support. [Updated disabled staff survey 2022 results.](#)

Disability/Wellbeing Guide

Impact on: Staff

This guide was created as a result of the survey feedback. A key development has been around raising awareness of resources that are particularly helpful for Disabled staff members. The Faculty of Arts support guide [see the Sway](#). The guide was launched in September 2022, containing information in response to queries raised by those completing the Disabled Staff Survey. The guide has been recently updated to make the steps even clearer, especially when it comes to Disability discrimination and harassment.

The Arts EDI team continue to engage with the results of the Disabled Staff Survey, and these have directly informed the action planning at School and Faculty level.

Faculty of Medicine and Health Sciences

Disability Workshops

Impact on: Staff and Students

The Faculty carried out a neurodiversity and mental health workshop, and a session on hearing loss awareness was organised by the School of Medicine. Reasonable Adjustments training was also provided for Faculty staff.

Disability Champions

Impact on: Students

The Faculty have introduced the role of disability champion alongside BAME and LGBTQ+ champions, to support disabled students from a lived experience perspective alongside DLOs.

Faculty of Science

Accessibility

Impact on: Staff, Students, and Wider Community

The Faculty of Science has invested in increasing physical accessibility in 2022/23, including the refurbishment of common rooms, collaborative working spaces and computer labs in Physics and the installation of wheelchair accessible walkways to rooftop telescope domes.

Disability Awareness

Impact on: Staff and Students

The School of Pharmacy launched its mandatory Disability Awareness short course for first year students covering disability support, collaboration and allyship. This short course was co-created with student interns in the School of Pharmacy in Summer 2022 and funded through the Access and Participation Plan. Three versions of the short course have been developed: one for [Pharmacy students at UNUK](#), one for [Pharmacy students at UNM](#) and one for [all students at UNUK](#). Alongside the short course, Year 1 MPharm students undertake a workshop to discuss and reflect on the short course with their peers where 75 of 77 students in reported 'that as a consequence of undertaking the Disability activities that they would be able to signpost themselves and others to support'. The EDI Interns 2022 and Director of People and Culture held a whole School event in December 2022 to highlight the Disability Short course during Disability Recognition Month.

Disability Action Plan

Impact on: Staff and Students

The School of Economics has created a Disability Action Plan and is implementing the actions specified. This was reviewed in March 2022.

COVID as a Mass-Disabling Event

Impact on: Staff and Students

The School of Politics & International Relations held an online event titled COVID as a Mass-Disabling Event: A Pedagogy of Kindness in Pandemic Times.” that had over 90 registrants in support of DRM. The School has produced a “Resources Available for Student with Support Plans” guide for staff which is available online and they send out termly emails advising staff how to check for accommodations.

Disability Disclosure Support

Impact on: Students

School of Law now have a new improved system of notifying colleagues about students with Support Plans where colleagues may need to be informed that these students require particular assistance during tutorials/lectures.

Professional Services

University of Nottingham Sport

Impact on: Staff and Students

University of Nottingham Sport worked with the Disability Support Team on their Summer Transition School, which provides neurodiverse students with the opportunity to experience the sports facilities at quieter times. Sensory Quiet Times in fitness suites across all three facilities have been re-branded and re-introduced. UoN Sport is also linked in with the Psychology department run Autism and ADHD social networks and as a result are seeing an increasing number of neurodiverse students engaging with programmes, facilities and membership offer.

Linked to the APP funding, University of Nottingham Sport are running a project focused on the provision of more accessible opportunities for disabled students, across the sport and fitness offer and have recruited two new roles to support with the delivery of this work – Sport Inclusion Manager, and Inclusive Fitness Instructor. Consultation has been undertaken with 60 disabled students and highlighted the key barriers to disabled students falling into three main categories of: physical, psychological and logistical. As part of the project a Wheelchair Basketball Development Officer was recruited in November 2022 leading to positive impacts in the growth and stability of the club. Part of the work that the Officer has completed, includes regular distribution of a wellbeing questionnaire and more bespoke club and social wheelchair basketball sessions. Some of the feedback from the wellbeing questionnaire has indicated that disabled students involvement with the sport/club has had a positive impact on their wellbeing and University experience.

Managers and leaders in Student and Campus Life received new Neurodiversity training delivered by the Associate Director Disability Support Services at a divisional development day. Colleagues in the

Disability Services Team also supported the centrally delivered event for Disability Recognition Month raising awareness of initiatives and services for disabled staff and students, allies, managers.

Registry and Academic Affairs

Impact on: Staff

Registry and Academic Affairs have introduced enhanced communications regarding reasonable adjustments through the staff focussed SharePoint, and support is now highlighted at key 'touch points' such as onboarding, induction and requests for new/replacement IT equipment.

Student and Campus Life

Developments in Disability Support Services:

- [Do-It Profiler](#) (ND screening and tools) used by students up from 627 (2017/18) to over 1000 this year with 'I Think I Have a Specific Learning Difficulty' workshops from DSS to support students with screening results
- Broadening of evidence needed for support to be put in place, making access to support more inclusive particularly when supporting ADHD and ASC
- Funding secured for Autism Social Network
- Training on Inclusive Practice delivered to various Schools and Researcher Academy (PG supervisors)
- Collaboration with RAA to make Coursework Extension Request process easier and swifter for students

Libraries

Impact on: Staff

As part of Libraries plan to raise awareness of the multifaceted nature of disability (including how staff can benefit from disclosing their disability), the department are consulting with disabled and neurodivergent staff. Libraries will continue to highlight what provisions are available for managers so they can support disabled/neurodivergent staff.

Digital and Technology Services

Impact on: Staff

Dedicated resource in Digital and Technology Services offers peer to peer support for colleagues, with individual support offered, and regular promotion of support services and resources via departmental newsletter.

Estates and Facilities

Impact on: Staff, Students and Wider Community

Estates and Facilities have created Space Guidelines for Neurodiversity & Hidden disabilities and are now available via [E&F site and the UoN EDI SharePoint pages](#). It is hoped this guidance will be adopted by other universities. Disability Training was delivered by Mills and Reeve at the June 2023 Line Managers conference and following this a process is being drafted to support the coordination of reasonable adjustment requests where implementation spans several teams.

Staff Network: Disability Staff Network (DSN)

Membership

Type of contact	2019/20	2020/21	2021/22	2022/23
Mailing list	Not available	82	94	154
O365 site	n/a	n/a	50	108

Main Activities in 2022/23

- Successful blended Disability Staff Network (DSN) meetings organised on quarterly basis. DSN is currently trialling monthly online meetings and will review the engagement level.
- Increased membership of the Team and mailing list where events and activities are shared.
- Peer support, especially for new staff and those experiencing managerial change. Topics included:
 - Interpreting some of the more complex aspects of HR policy e.g. disability confident scheme, disability sick leave, application of reasonable adjustments, phased returns, which are applied variably across the university.
 - Sharing resources e.g. web readers, tablets, screen colour changers, University of Nottingham minibus service, looped earplugs.
 - Access to Work, what it is for and how to apply.
 - Specific support for autism in the workplace.
 - Impact of redeployment and fixed term contracts.
- Advising ad hoc to Estates and sharing where members have done so directly. Members share parking problems and lift breakages, where communications from the building are not being sent to the wider community of users. Specific advice being given to the Castle Meadow Campus Design Recommendations Group.
- Creation of an OpenDSN o365 site, used as a reference for the general enquiries received in the DSN inbox. Sections relate to who the DSN is for, what support managers should give, what support staff should expect, the DSN library and a link to relevant event recordings <https://uniofnottm.sharepoint.com/sites/DSNOpen> note that the long term aim is to be able to link directly to HRs own disability related guidance.
- Direct advice to HR regarding language use on webpages and formatting for accessibility.
- Informing Health and Safety about Personal Evacuation Plan users.
- 'Checking in' with members' experience of occupational health and similar centralised services.
- Sharing sunflower lanyards and feeding back to the University of Nottingham governance structures on the pros and cons of their use.
- Advertising research of relevance, where researchers are seeking diverse views.
- Sharing DSN related events and workshops at the university.

DSN continues to be a place where staff can check what is 'normal' in a safe environment. This is especially valuable when staff think they may be over or underreacting to a situation of potential discrimination.

Administrative changes within DSN

Changed succession planning model to prevent single points of failure.

A huge thanks to Rob Gach who stepped down from the role in January 2023 and Harry Moriarty who will be stepping down in December 2023.

Co-Chair Christian Jamerson-Warren is continuing in post, having started the role in early 2023. New Co-Chairs are Neil Everett, Mandy Gill and Andy Wilson, starting in autumn 2023.

Events from DSN

Talk from Disability Rights UK regarding Disablism and being an ally (12 December 2022) as part of the wider 2022 Disability Month activities.

Representing disabilities at the internal Libraries EDI event February 2023.

June 2023 workshop on Asking for Adjustments at Work and some of the practical and psychological challenges that arise. The Teams link and slides were also shared with the neurodiversity network.

Issues

The network notes the number of reasonable adjustment cases which require intervention by the PVC for EDI and People. Co-Chairs hope that the increased provision within HR will reduce the need for the network to directly involve Professor Linehan. This is especially important where existing staff have been awaiting adjustments for some time.

Raised elsewhere but worth noting again is the lack of robust communication across the wider university when lift breakages occur.

For more information about the Disability Staff Network, please email:

dsn@nottingham.ac.uk

EDI Theme: Race Equality

Our Commitment: (2.2) An antiracist university

We will roll out our onboarding module for students across the university and determine what other anti-racist training staff and students across the university need.



Progress in 2022-23

Faculty of Arts

Extenuating Circumstances Project (FoA project in collaboration with Professor Andy Fisher)

Impact on: Students

This project looked at whether there are differences between how ECs are used by racially minoritised students and non-racially minoritised students. The quantitative data found, based on ethnicity, there was no significant difference of the number of ECs applied for. In the focus groups with students from racially minoritised backgrounds there were a high level of responses relating to family, access to medical evidence and unfairness. These findings were presented to colleagues at a Faculty level and at the Teaching and Learning Conference.

Empower Event (Faculty of Arts and African Caribbean Society project)

Impact on: Students

This event was a collaboration between the Faculty of Arts and the African and Caribbean Society. The event was funded by APP and was aimed at male students of Black heritage. The event delivered entrepreneurial speakers from creative industries. Topics included networking, career advice, self-employment, identity and male representation. 30 students attended the event.

Faculty of Arts PhD scholarship for Black, Asian, and Minority Ethnic students

Impact on: Students

Faculty of Arts has set up a specific PhD scholarship for racially minoritised students who have been offered a place at the faculty, but have not been funded. Dr Hannah Thuraisingam Robbins, Director of the Centre for Black Studies has also put on application support workshops and drop-in sessions to support applicants. [More information can be found here.](#)

Faculty of Engineering

BAME Champions

Impact on: Staff and Students

Following the recent governance changes for EDI in the Faculty, we are currently reviewing the reporting arrangements for the Faculty's BAME Champions into the EDI Committee, which will be informed by the role profile for all of the University's BAME champions which is being developed by the Chairs of the BAME Staff Network.

Reward and Recognition

Impact on: Staff

Representation of women and BAME staff was significant at our R&T and T&CL promotions workshops for the 2023 round, where staff talked about their promotion experience and support was given to staff to make clear the expectations and criteria.

Faculty of Medicine and Health Sciences

Nottingham Reward Scheme Review

Impact on: Staff

The faculty focused on analysing data on the Nottingham Reward Scheme. The data proves bias against racially minoritised staff who are almost two times less likely to be nominated compared to white staff. The faculty is exploring ways to mitigate this bias and encourage a more diverse pool of nominees.

Faculty of Science

Stand Up to Antisemitism

Impact on: Staff and Students

The faculty hosted Stand Up to Antisemitism on Campus training in Spring 2023, with 40 attendees at sessions on University Park and Sutton Bonington.

Celebrating Black History

Impact on: Staff and Students

A range of celebration and awareness raising activity has taken place across the faculty in 2022-23, including highlighting Black, Asian, and minority ethnic role models in shared spaces across Faculty buildings and a range of film screenings – for example, a screening of *Hidden Figures* (2016) by Maths was attended by 32 people, and a panel discussion with the director of the film *The Hollow World* was hosted by Computer Science.

Faculty of Social Sciences

EDI Placements

Impact on: Students

A project within the Faculty of Social Sciences provided funded placement opportunities for one student per school across the faculty to create either an annotated bibliography or suggested changes to diversify case studies or teaching examples for first year modules.

A total of three PGR students were recruited as Research Assistants across two Schools (Education and Sociology and Social Policy). A 50-page annotated bibliography with a wide range of diverse examples was produced. A reading list containing core works across a variety of themes was created. Resources have been included on module Moodle Pages and formed the basis of talking points in teaching and assessment questions. Resources created have been sent to Y2 and Y3 module convenors to embed in modules.

BAME Student Experience

Impact on: Students

To counteract the lack of diversity in the applicant pool, the School of Politics and International Relations were awarded Faculty EDI funding to hold a postgraduate study event for students self-identifying as BAME, held in May.

The School of Sociology and Social Policy BAME Student Experience work is ongoing. Following work looking at attainment, student voice and decolonising the curriculum, a new Steering Group met in June, with a focus on ensuring Curriculum Transformation Programme connects with priorities: decolonising the curriculum, tackling the awarding gap and amplifying student voice.

An Antiracist University

Impact on: Staff and Students

The School of Education organised an event titled 'We are our own liberators: Black British Activism' in December 2022.

The School of Law organized a conference The Crime of Apartheid in South Africa & Beyond, covering the history of apartheid in South Africa; apartheid, race, and racism; forms of apartheid (gender apartheid, global apartheid, apartheid in labour relations etc.), reflections on the law of apartheid (1948-1991), apartheid as a crime against humanity, and apartheid beyond South Africa. The speakers cover the fields of anthropology, history, theology, political science, and law.

The School of Politics and International Relations held a teaching-focused event titled "The Problem is Assessment is not neutral" which was attended by 23 members of staff. It drew on the [Faculty Guide Decolonising the Curriculum A Guide for Reflection and Action](#) and was designed to be repeated across all schools in the Faculty of Social Sciences.

Decolonising the Curriculum

Impact on: Staff and Students

The Faculty's Decolonising the Curriculum EDI Priority group led by Gemma Bancroft continues to make substantial progress in advancing race equality across the Faculty and also Institutionally. The work contributes to REC action: A 1.8.3, which requires all five faculties to have made progress towards decolonising the curriculum.

Key highlights from the Faculty Decolonising the Curriculum group are:

- The group received a Lord Dearing award in recognition of their achievements in enhancing the student learning experience.
- A dedicated sub-working group has been formed to focus on ensuring the guide is up to date and the feedback from the student EDI feedback focus groups has been incorporated.
- Another sub-working group has been established to focus on finding ways to further embed the guide across the FoSS. This includes delivering presentations/workshops to each school, developing case studies to highlight ways of using the guide and embedding the guide into school induction materials.
- Finally, a third sub-working group has been established to focus on creating a plan to measure the impact of the guide.
- The group successfully won APP funding to recruit a student to help to further develop and to provide a student perspective on the guide itself, and also to provide recommendations on how students might engage with it.

Professional Services

Students and campus life

Impact on: Staff, Students and Wider Community

New black hair care ranges and make-up shade choices available at Boots as result of EDI Accommodation report findings.

Students and campus life department was able to share practice in regard to anti-Semitism on a national level via a visit by the Parliamentary Taskforce.

Black History Month central event on Black Success delivered to approx. 35 participants with a record number of applications for local events.

Student Living local event (outdoor BBQ) attracted over 150 black students.

Welcome is also being planned as well as other EDI enhancement activity such as Living Black at University focus groups, student engagement dashboard planning, accommodation development work, etc.

Registry and Academic Affairs

Assessments Team working with Student & Campus Life and Chaplaincy & Faith Support Team to look at how we can arrange Holocaust Memorial Day activities around autumn assessments and on campus in January from 2024.

External Relations

Impact on: Staff, Students and Wider Community

The External Relations department has created a Decolonising Impact programme of work, which began with a conference on Engaging with Policy in the Global South in 2022. This aims both to support University of Nottingham researchers to take an equitable approach to working with policy makers in Global South countries and to position the university as a leading voice within the sector on work to challenge colonialist narratives around research partnerships and impact. The 2022 conference has been followed by a series of events in partnership with the University of Connecticut, a conversation station at the annual University of Nottingham research culture conference, and most recently a presentation at the University of Warwick International Research Culture Conference. Following the presentation at Warwick, the university has been invited to submit an EOI for a Critical Reflection to appear in the forthcoming Research Culture Special Issue of *Exchanges: The Interdisciplinary Research Journal* (ISSN 2053-9665).

The department is contributing to a growing bank of EDI data in the academic-policy engagement field through work on the collaborative CAPE project. Anonymised EDI data of award holders and Fellows is collected for CAPE-funded projects, allowing data to be fed into the collaborative project's multi-institutional exploration into understanding diversity of participants. This will ultimately inform the development of specific actions to improve EDI in policy engagement at Nottingham and beyond. So far, this has included the creation of guidance around promoting EDI in running calls for funding and fellowships.

Libraries

Impact on: Staff, Students and Wider Community

Libraries have a set target of racially minoritised staff to be 15% by 2025 (i.e. a 1% increase per year). As of January 2023, representation had increased from 8-12% in 2 years. This is above the suggested 1% per year increase. The department will continue to review their recruitment plans with a key focus on moving towards retention and progression practices.

The entire Senior Management team of libraries attended an anti-racism training session. The aim of this training is that SMT will manage other facets of EDI and not just race, and that EDI considerations will come to underpin the departmental decision-making process.

Getting in Shape

Impact on: Staff, Students and Wider Community

The team have adopted the anonymised recruitment approach. They have also taken opportunities to raise awareness of unconscious bias in discussions around workshop/training planning and approach. In addition, they have completed active bystander training attended by representatives and shared with team members.

Staff Network: Black, Asian and Minority Ethnic (BAME) Staff Network

Membership

2019/20	2020/21	2021/22	2022/23
113	120	125	146

Main Activities in 2022/23

The new BAME Co-chairs, Amrina Kaur, Mohamed Elmaghrbi, Sally Zhou, took over in July 2023. The Co-chairs met twice during the summer to discuss the plan for the upcoming 2023-2024 academic year. In order to reinvigorate the network, the structure of the network and the role profile of the champions were reviewed, together with some planning on the calendar of events for the next academic year.

One of the first roles of the new Co-chairs was to organise a leaving gathering for our beloved previous [Chair of the BAME staff network Maria Arruda](#), as a token of appreciation for her significant contributions and to celebrate her achievement as she embarked on a new professional journey. Maria was offered an exciting new job opportunity as Director of Biosciences at Brazilian National Centre for Research in Energy and Materials. It was bittersweet for the staff network to bid her farewell, but it was important to come together to express the network's appreciation for her dedication and hard work throughout her time as Chair and to wish her well on her new endeavours. The leaving gathering on 27 June 2023 allowed us to honour Maria's achievements as well as provide a wonderful opportunity for network members to come together, strengthen relationships, and foster a sense of community.

The first network leadership meeting ('reconnect') took place on 22 September 2023, where committee members were invited to share their expectation and wisdom on how we can empower and enrich the network members. It was planned that the leadership team and the full network will meet quarterly. Two public events will be held twice



Figure 1: Farewell gathering for Maria Arruda Chair of the BAME Staff Network

L-R: Katherine Linehan, Amrina Kaur, Sally Zhou, Lenford Vassel



Figure 2: Maria Arruda's leaving gathering.

a year. A lunchtime coffee session/walk will also take place the first Wednesday of every month to help members connect with each other too.

BAME Staff Network 2023/24 calendar:

Summary of events

Leadership team (meet quarterly)
Full Network (meet quarterly)
Public events (twice a year)
Coffee/Walk (first Wednesday of every month)

September 2023		
Leadership Team	22/09/2023	Reconnect
October 2023		
Coffee hour – Black History Month	Date TBC	informal networking
November 2023		
Coffee hour	01/11/2023	informal networking
Network Meeting	08/11/2023	Whole network
December 2023		
Coffee hour	06/12/2023	informal networking
January 2024		
Leadership Team/Coffee hour	10/01/2024	Event planning
Public event/Network meeting	22/01/2024	Wider community event
February 2024		
Coffee hour	07/02/2024	informal networking
March 2024		
Coffee hour	06/03/2024	informal networking
April 2024		
Coffee hour	03/04/2024	informal networking
Leadership Team	10/04/2024	Event planning
Network Meeting	17/04/2024	Whole network meeting
May 2024		
Coffee hour	01/05/2024	informal networking
June 2024		
Coffee hour	05/06/2024	informal networking
July 2024		
Leadership Team	01/07/2024	Event planning
Public event/Network meeting	03/07/2024	Wider community event
August 2024		
Coffee hour	07/08/2024	informal networking

Chairs: Amrina Kaur, Mohamed Elmaghrbi, Sally Zhou

For more information about the BAME Staff Network, please email:

bme-staffnetwork@nottingham.ac.uk

EDI Theme: Gender Equality/Athena Swan

Our Commitment: EDI Priority (2.3) Reproductive and gynaecological health awareness

We will work with colleagues across the university to bring together a package of support materials focusing on health and wellbeing.



Progress in 2022-23

Faculty of Engineering

Gender Equality Theme Faculty of Engineering

Impact on: Staff, Students, and Wider Community

In 2022/23 the Faculty have:

- a) Held an International Women in Engineering Day in June which involved speakers from the Faculty on their career journey/opportunities they have had and any barriers faced. The event also included an opportunity for small groups of attendees to use EDI cards to stimulate discussion on how they could be used to develop best practice in their areas of day-to-day work.
- b) The Nottspace Team in the Aerospace Design Studio hosted a 'Women in Space' participatory workshop and talks in June for all staff/students which provided a chance to hear from and network with inspiring women who are working in space research.
- c) A Girls into Electronics event was hosted by Electrical and Electronic Engineering in July, including various school representation (2 groups plus various individual students), and two members from Apple (event Sponsor and sharing their experiences). Three EEE Alumni UKSEF women participated in a Q and A session and helped out with some practical lab sessions.
- d) Faculty FoE TS staff supported the University wide Project Period led by Professor Chris Denning, Biodiscovery Institute. Staff working in the Mechanical Engineering Workshop designed dispenser boxes for the sanitary products and technicians supported the manufacture and assembly of the design.
- e) The Faculty's Leadership Forum, which meets once every two weeks, has been used to remind line managers to encourage their staff to take breaks and set expectations in terms of meeting times, out of hours communications, and communication to staff whilst they are on annual leave. This includes a reminder of Athena Swan meeting time guidance (9.30am to 4.00pm on those days most staff work).

Faculty of Medicine and Health Sciences

Athena Swan

Impact on: Staff, Students and Wider Community

In the Faculty of Medicine and Health Sciences, the following Athena Swan Awards were achieved:

- School of Veterinary Medicine and Science – Silver Award
- School of Health Sciences – Silver Award
- School of Life Sciences – Gold Award

Faculty of Science

Gender Themed Work

Impact on: Staff and Students

The School of Physics received renewal of Juno Champion status and Athena SWAN silver award in 2023. The Women's Staff Network has now extended activities to include Sutton Bonington Campus.

Computer Science also hosted a student-led Women in Computer Science Meet and Greet, led by the SU's Women in Computer Science Society with 36 attendees.

Chemistry hosted the "Women in Chemistry" Event in celebration of International Women's Day in March 2023. The event was attended by about 70 people (PGRs, PDRAs and staff) and included talks from five female staff members from different job families. The feedback for the event was very positive which included

"I thought that the talks were really insightful and also a great range of topics covered by women who have had different career paths. The talks felt very inclusive" – PhD student;

"It was really encouraging to hear that you can find and do what you enjoy doing and that your career path doesn't need to be perfectly planned out to be and feel successful" – PDRA.

Faculty of Social Sciences

Inclusive Recruitment, Reward and Recognition

Impact on: Staff

The School of Sociology and Social Policy ran a workshop on supporting women's careers in January 2023, providing an opportunity to hear women's experiences of career planning and promotion.

Nottingham University Business School staff co-led a Women's Staff Network event (Working towards thriving not surviving as a woman in Higher Education) that drew upon menopause in the workplace, research and policies.

The School of Politics and International Relations held a staff-PGR event on "Doing Fieldwork as a Woman".

Supporting Women during Covid and its Aftermath Sphere Challenge Group

Impact on: Staff

Following the analysis of the Faculty survey data, the information has been drafted into a report. Faculty EDI funding is supporting the design of the report, to include relevant infographics. Once the report is complete, the Group Chair, Isobel O'Neil, will explore ways to disseminate the findings further. Initial reporting has taken place at many levels and Isobel has been invited to present the final report to a future Faculty Executive Board meeting, once ready.

Localised Progress on Athena Swan

Impact on: Staff and Students

All seven Schools within the Faculty of Social Sciences have achieved an Athena Swan accreditation. They continue to work to enable their Athena Swan action plans and prepare for future award submissions. A working group has been introduced consisting of Athena Swan leads across the 7 schools of the Faculty, and chaired by the EDI Manager for the Faculty, to allow for good practice sharing and create a forum for advice and collaboration.

University of Nottingham Sports

Impact on: Staff and Students

Sport ran a social media campaign to support International Women's Day, with a stand in the main reception at David Ross Sports Village and also promoted the official launch of Project Period. 30 sports clubs showed support for the day through their social media channels.

In partnership with the Student Union Sport Officer, a "Let's Talk..." series was launched, inviting alumni, students and staff to speak about their experiences which included Men's mental health. The feedback to date has been extremely positive, with an average of 25 people attending each talk. Sport is planning another talk for female inclusion in sport at the beginning of May 2024.

Sport have been actively supporting the roll out of Project Period and have free period products available across our three main sports facilities. The Rambling club also hosted an awareness raising event, during International Women's Month at David Ross SV. This involved using a tens machine to simulate period cramps whilst rowing 250m.

There are several programmes that are being developed to support the inclusion of more students from protected characteristic groups. These will include Men's Health Active – focused on raising awareness of men's mental health and highlighting the impact that being a man can have on male (identifying) students' wellbeing. Sport work in partnership with the Counselling Service who run monthly talk shops as part of the programme.

Registry and Academic Affairs

Impact on: Staff and Students

Following the department EDI 'Lived Experience' networking event in July 2022. The team are identifying support actions to undertake as part of their 2023 action plan. This includes updating student's name and gender and a long-term action that requires working with Campus solutions developers to improve the recording system. In addition, the team are also identifying training to improve staff confidence and knowledge when it comes to being more inclusive to the trans and gender-non-conforming student body.

Digital and Technology Services (DTS)

Gender Equality

Impact on: Staff

DTS are particularly proud to have increased their part-time headcount (currently 31 staff) over the last 3 years, with a further 30+ DTS staff also having flexible working patterns approved and some of these staff stories are showcased on the external recruitment microsite and published in DTS newsletters. DTS is also proud to have made positive progress towards the EDI targets to improve gender balance within the team, particularly at APM Level 6 (28.7% female). The overall gender balance of DTS is currently 76.5% male/23.5% female, which is a positive increase over the last 3 years, as well as the number of staff declaring a disability (7%). Via the DTS People Board, there is an ongoing focus on EDI initiatives, awareness raising and education. DTS held an 'International Women's Day' (IWD) event at Kings Meadow Campus and produced a dedicated IWD newsletter. In addition, DTS host a monthly Part-Time Network and staff regularly attend sector initiatives such as 'UCISA (Universities and Colleges Information Systems Association) Women in Tech'.

Estates

Project Period

Impact on: Staff, Students and Visitors

Supporting project period with distribution of product and also awareness raising within the team.

Staff Network: **The Haven**

Membership

2019/20	2020/21	2021/22	2022/23
n/a	n/a	n/a	18

Main Activities in 2022/23

'The Haven' was created in 2022/23 to provide support to colleagues of all genders facing fertility challenges, miscarriage or baby loss, or unwanted childlessness (all of which particularly correlate with protected characteristics).

The focus in this year was on building the network infrastructure and approach. The group developed their approach, etiquette, values, ground rules, and consulted with early members on their interests, needs and suggestions.

Four people were appointed to chair the committee to ensure representation of different protected characteristics, lived experiences and to share the workload.

A MS Teams site was created, including a number of channels to support the sensitive nature of the topics and the different journeys and vulnerabilities of members. In addition, an email address was set-up, a newsletter was circulated, a 'FAQs/Key Information' document was created, and the network began to connect with other internal networks and committees.

Term events and activities have been held, with a main event in March 2023. This in-person event featured a range of external speakers speaking on topics from male factor infertility, assisted conception, and miscarriage support (see poster).

Due to committee member capacity (ill health, maternity leave and changes in roles) the network has focused less on growing and more on offering consistent, caring and inclusive support for those colleagues who have made contact and signposting them onwards to other support sources. There has also been informal feedback from several colleagues that they do not currently feel ready or able to join the network, but that knowing the network exists means a lot to them and helps them at work as it

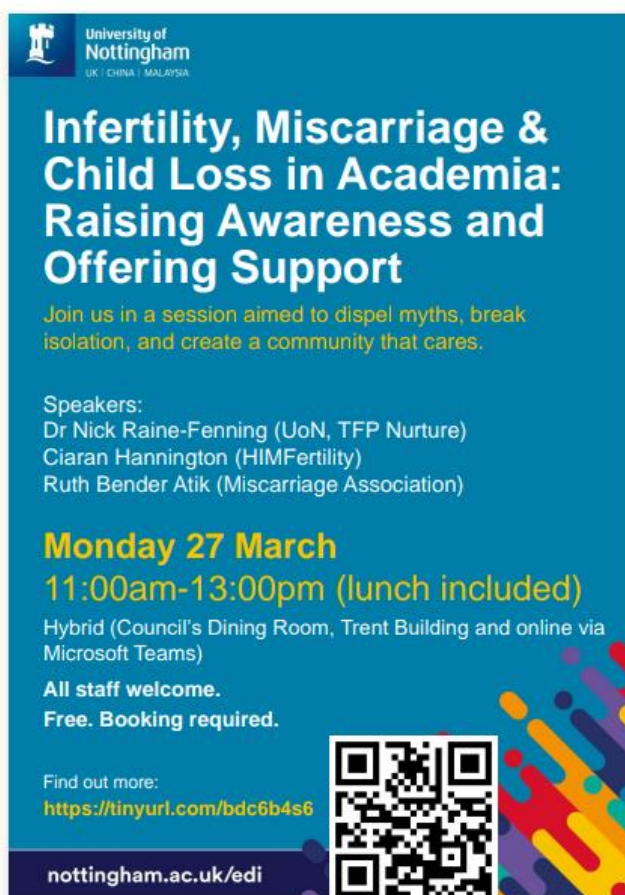


Figure 5: Poster for Infertility, Miscarriage & Child Loss in Academia Raising Awareness and Offering Support event

signals that their experiences are not stigmatised at the university, that they are not alone, and are valued.

The network have been able to provide peer support at times of ad hoc staff need, and facilitated support on key dates such as Mother's Day, Father's Day, Baby Loss Awareness Week, Rainbow Baby Day, TFMR (Termination for Medical Reasons) Awareness, Infertility Awareness, Christmas and other significant dates. The network visits the Serenity Garden at Highfields with colleagues for mindful walks and supportive conversations (see photograph).

The network has helped to connect colleagues with internal resources such as relevant university policies on things like time off for treatment, sickness absence, compassionate (special) leave, etc. In addition, they have also signposted to local and national charities, organisations and campaigns.

Finally, towards the latter part of the academic year the network began to support University management with development of good practice through the Gynae and Repro Group's Fertility, Loss and Childlessness Task and Finish Group.



Figure 4: Serenity Gardens, Highfields

For more information about The Haven Network, please contact:

thehaven@nottingham.ac.uk

Membership

2019/20	2020/21	2021/22	2022/23
n/a	n/a	n/a	47

Main Activities in 2022/23

The Parenting Staff Network received approval to be established in October 2022 and officially launched in spring 2023. The network is open to any staff member who self-identifies as having a parenting role, being inclusive and respectful of the vast diversity of parenting roles present within the community.

The focus of 2022/2023 was on initiating and developing the network. Following approval, co-chairs were appointed, and a plan developed. There are four co-chairs. Together the co-chairs share the management, administration and planning of the network, including the Teams group and inbox.

The network welcomed members from June 2023. Advertising and recruitment were initially through word-of-mouth, with a more structured campaign planned for 23/24. Network activity is facilitated through the MS Teams site, which is also becoming a venue for informal peer-to-peer support. The aim is for the network to develop as a community with members shaping its role and function. Development ideas are collated from the MS Teams discussions, as well as the initial sign-up form where members include their reason for joining the network, and the type of activities they would welcome.

A launch event was held in July 2023, which included a talk by Christian Jameson-Warren (Careers Service) on, "Having a rewarding career while managing as a parent." Career development with parenting responsibilities (Priority Area 1.2) is frequently mentioned by members as an area of concern.

Focus areas for 23/24 include:

- Raising awareness of the network and increasing membership.
- Establishing a Network Development Group, comprised of members from different job families and with different parenting roles, to further the activity of the network.
- Engaging with other staff networks for collaboration, e.g., LGBTQIA+ network and The Haven.

Co-Chairs: Kate Bailey, Helen Buckler, Laila Tata, Adam Watkins
For more information about the Parenting Staff Network, please email parenting-network@nottingham.ac.uk

Staff Network: Women's Staff Network (WSN)

Membership

2019/20	2020/21	2021/22	2022/23
568	612	537*	552

*The reduction in membership was a consequence of the Covid-19 pandemic and the related redundancies.

Main Activities in 2022/23

The Women's Staff Network (WSN) have held the following events in 2022/23:

3 strand SIF (Strategic Innovation Fund) Funded Project: *Are All Women Thriving and Flourishing at Nottingham?* (December 2022 – July 2023)

The three project strands included:

1. 11 Equality Diversity and Inclusion (EDI) projects, supporting people who identify as women from all job families and levels across University of Nottingham (see table below).
2. Group coaching for line managers and people who identify as women.
3. Free text, qualitative analysis of existing survey data (143 respondents).

Project/event	Area
Women in Space. Led by Dr Chantal Cappelletti. Speakers: Dr Elisabetta Lamboglia, Dr Sara Rocci Denis, Dr Lydia Johnson Kolaparambil Vargese, Dr Rocio Valera Falla & Dr Rebecca Blum, Dr Li Shean Toh, Alice Wingfield, Tasneem Yousif, Dr Ceci Marsicovetere, Dr Chantal Cappelletti.	Faculty of Engineering
International Women in Engineering Day 2023. Speakers: Dr Samantha Bryan, Dr Mirabelle D'Cruz, Ellie Davies, Karl Booker.	Faculty of Engineering
Girls into Electronics. Speakers: Prof James Bonnyman and UKESF Scholars, Dr Liliana de Lillo. Practical activities including EEE Teaching and Project Labs, Formula Student Race Team, Aerospace Flight Simulator, Anechoic Chamber for EM Research, microcontrollers using the Grove Beginner Kit for Arduino supported by staff from Apple.	Faculty of Engineering
Women in Chemistry. Speakers: Elizabeth Hufton, Dr Barbara Villa Marcos, Dr Helena Henke, Jade Christie, Dr Miriam O'Duill.	Faculty of Science
IUPAC International Women's Breakfast. Led by Tien Qach.	Faculty of Science
Breaking Barriers in Science. Led by Tien Qach. Speakers: Dr Katy McKenzie, Krishna Patel, Tejasvi Shivakumar.	Faculty of Science
Are women thriving and flourishing in HE? Speakers: Prof Jo Brewis (Open), Dr Suzanne Ross (NTU), Dr Angela Martinez Dy (L'boro), Dr Tamsin Majerus (UoN)	Faculty of Social Sciences
Mindfulness walk & refreshments. Led by Sheetal Verma (WSN committee).	General EDI
Knit & Natter / research with knitters and connecting to people and place. Speaker: Dr Susan Jones, Jo Hancock.	General EDI
Writing about EDI in Grant Applications workshop. Speakers: Prof Gavin Walker, Emma Hadfield Hudson (NIHR), Dr Angela Nofother, Prof Sarah Sharples (DFT), Rachel Van Krimpen.	General EDI
Standing in this place: Diversity and Public Art. Led by Dr Maria Arruda & Dr Katherine Morgan. Speakers: Dr Susanne Seymour, Lisa Robinson, Rachel Carter, Legacy Makers.	Researcher Academy/Arts

WSN Coffee and Chats

A series of Coffee and Chats were hosted at the following University of Nottingham Campuses:

- University Park on 6 October 2022
- Jubilee 12 October 2022
- Sutton Bonington Campus 9 November 2022
- Kings Meadow Campus 22 November 2022.

Woolly Wednesday (knit and natter)

Monthly sessions, invitation to any crafters (not just women or WSN members) who are using threads (knitting, crocheting, sewing, quilting, etc.) and are staff or students. Everyone is welcome including beginners.

Dr Susan Jones talk

Discussion of her research with knitters and connecting to people and place held on 3 May 2023.

WSN reading group

The group have discussed the following novels:

- *Great Circle* (2021) by Maggie Shipstead on 19 January 2023
- *The Immortal Life of Henrietta Lacks* (2010) by Rebecca Skloot on 20 April 2023
- *Half of a Yellow Sun* (2006) by Chimamanda Ngozi Adichie on 27 September 2023

Menopause Café

Monthly sessions – both in-person and online.

WSN Women's Walk

Mindfulness walk around Highfields/the lake, followed by coffee and cake at Lakeside Arts Café on 21 June 2023.

Research Culture Funding

Final report and executive summary from the Research Culture funded work on "Women working & well in research" held on 12 June 2023.

WSN support for Project Period

Project Period box design and coordinate manufacture in L4 mechanical engineering workshop (see Figure 5 and Figure 6).

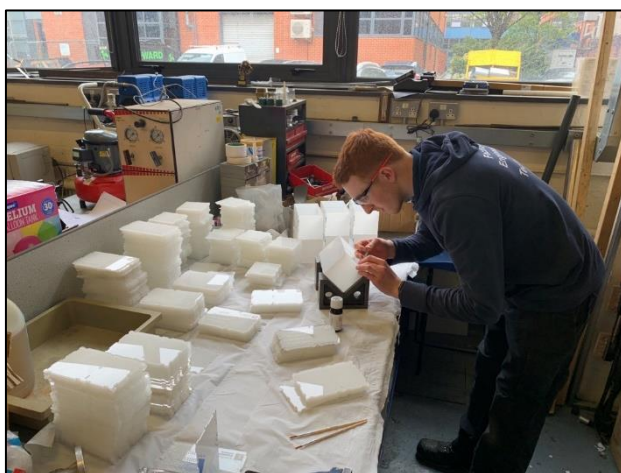


Figure 5: L4 Mechanical Engineering Workshop team – Project Period boxes production



Figure 6: L4 Mechanical Engineering Workshop team – Project Period boxes production (Left to Right) Joshua Blockley, Sam Murray, Michael Fletcher

WSN support for Cost-of-Living cupboards in the Medical School

In 2022, the Medical School installed two cupboards for staff and students to use. Katherine Linehan, Pro-Vice-Chancellor, Equality, Diversity and Inclusion, and People, gave £200 to kick-start the project. The cupboards were set up as a response to the cost-of-living crisis. The cupboards are in corridors and there is no stigma attached to using them. They contain food, clothing, hygiene products etc. There is some hope that the cupboards will be self-sustaining, and that people would put things in if they have not used the service.

Signposting to other events/projects

- WHEN (Women's Higher Education Network) on 5 January 2023.
- Counselling Service Workshops Spring 2023, sent 9 January 2023.
- Invitation to attend Career Development Workshops for non-academic staff 28 February 2023.
- Imperial College survey about menopausal symptoms on 7 March 2023.
- Invitation to join Reproductive and Gynaecological Health task and finish groups on 5 May 2023.
- Invitation for WSN members to join Maia Network Anniversary Event on 25 May 2023 (Loughborough University Women's Staff Network)
- YES23 Competition for entrepreneurial training and raising awareness of commercialising ideas (12 May 2023).
- Research Culture Conference on 12 June 2023.
- WSN involvement in Castle Meadow Campus design recommendations group 20 June 2023.
- Photoshoots of colleagues for staff recruitment campaign 4 July 2023
- Carer's Network project (1-2-1 interviews to share views about how caring responsibilities are managed around work commitments) on 4 July 2023.
- WSN: Music as Therapy - Drumming workshop - staff and students on 25 July 2023

Alignment to EDI Priorities 2022/23

WSN wanted to be at the forefront of driving change in EDI at the University of Nottingham, hence it applied for Strategic Innovation Funding. This award enabled WSN to fund:

- EDI coaching, which supported staff wellbeing and career progression.
- EDI events across varied fields, which created opportunities to listen, hear and understand the lived experiences of our staff and students.
- Data analysis and publication of results of research project "Women working & well in research" (Kay Fuller, Joanne Hancock, Kristina Pokasic).

These activities fitted into EDI Priority Areas 2 and 3: 'awareness raising and education' and 'support'.

The other routine activities of the WSN i.e. menopause café, reading group, knitting group, coffee/chat/walks also aligns to the EDI Priority Areas 2 and 3: 'awareness raising and education' and 'support'. WSN has contributed to work going on around reproductive and gynaecological health awareness. We also signposted and advertised other events/projects going on that we felt WSN members would be interested in/find useful.

Co-chairs: Katy McKenzie and Elizabeth Hufton

For more information about the Women's Staff Network, please contact:

womens-staff-network-committee@nottingham.ac.uk

Women's Staff Network, Event Photos:

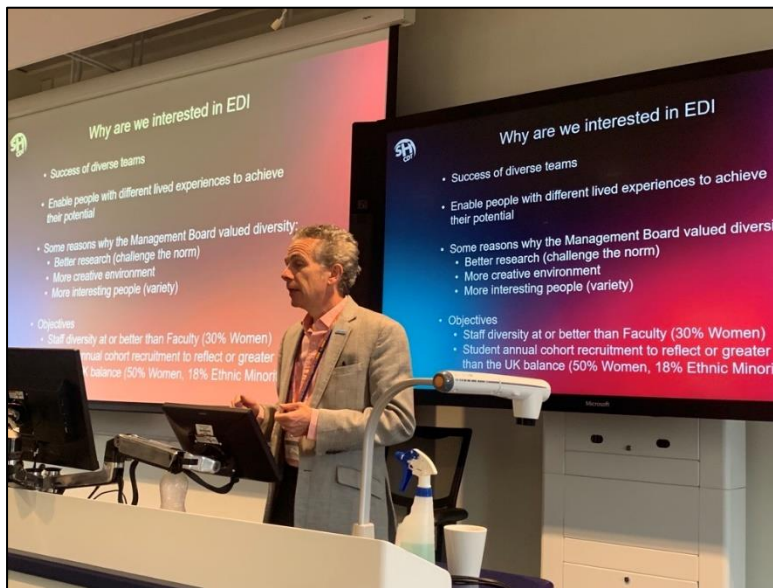


Figure 7: Prof Gavin Walker – Speaker at EDI in Grant Applications event (24 July 2023)



Figure 8: Dr Samantha Bryan and Dr Mirabelle D'Cruz (speakers) and Karl Booker (host) for International Women in Engineering Day event (22 June 2023)

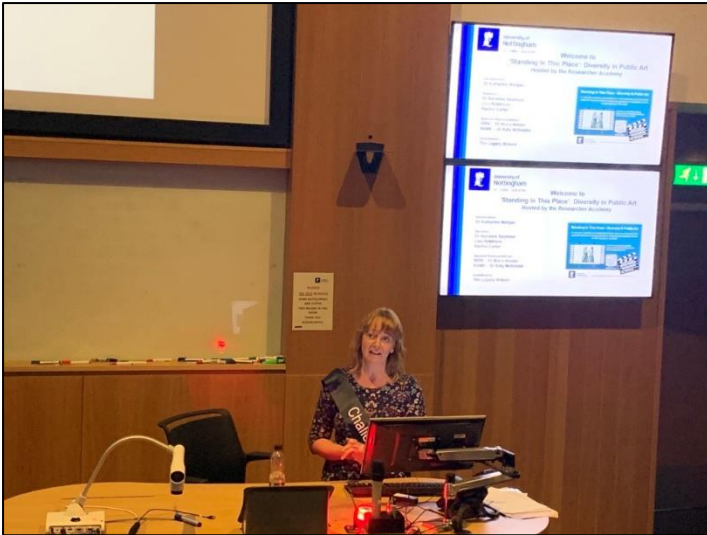


Figure 9: Standing in this Place - Diversity and Public Art Event – Rachel Carter talking about her sculpture and the connections of the East Midlands cotton textile industry to colonialism and enslavement.



Figure 10: Standing in this Place - Diversity and Public Art Event, event participants meeting members of the Legacy Makers – the Black community group working to inform residents and visitors of the contribution of enslaved people to the prosperity of the textile industries in the East Midlands.

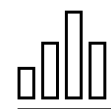


Figure 11: Standing in this Place - Diversity and Public Art Event – led by Dr Katherine Morgan

EDI Theme: LGBTQIA+

Our Commitment: EDI Priority (2.4) LGBTQIA+ data collection

We will explore what current data exists across the university and how it could be used to inform and determine the setting of future strategic priorities for LGBTQIA+ equality.



Our Commitment: EDI Priority (3.3) Stonewall review

We will review our current membership of Stonewall to ensure best-fit for the provision of specific support required in line with our LGBTQIA+ communities' needs, education for all, and our university values.



Progress in 2022-23

Faculty of Arts

Supporting Transgender students in classrooms

Impact on: Students

Onni Gust (Associate Professor for History, University of Nottingham) co-wrote an online guide for academics and educators in supporting their trans and gender non-conforming students, bringing out their best selves and ensuring that they can fully participate and engage in the classroom and in their studies. For details, please check the website: [Guide to making university classrooms more accessible to trans and gender non-conforming students](#))

Faculty of Engineering

LGBTQIA+ Support

Impact on: Staff

Awareness of recognition month events and funding opportunities have been promoted on an ongoing basis via our Faculty wide weekly update emails, SharePoint, Staff Forum and Faculty Leaders Forum.

Faculty of Medicine and Health Sciences

LGBTQIA+ Champions

Impact on: Staff and Students

The Faculty of Medicine and Health Sciences introduced LGBTQIA+ Champions at the beginning of the 2022/23 academic year. The two champions have organised a noticeboard takeover for Black History Month, and they also created a short video wishing everyone in the faculty happy pride, which was circulated across the faculty.

The champions supported the roll-out of the progress flag lanyards. Significantly, they have been working on videos focused on LGBTQIA+ inclusion in the curriculum, which will be added to the faculty's inclusive curriculum toolkit in the next academic year.

Faculty of Science

LGBTQIA+ Theme

Impact on: Staff and Students

There have been many awareness raising and supportive activities in the LGBTQIA+ space in 2022/23 within the Faculty of Science.

The faculty hosted a workshop for staff (led by Doug Little) on Orientation and Gender Diversity – this was very well attended with around 30 attendees and received excellent feedback.

The Faculty's LGBTQIA+ Support network was launched in 2022/23 and has seen high levels of engagement with up to 50 students attending each event.

Biosciences undertook curriculum change activity on LGBTQ+ health and dietetic issues which included a [publication in Dietetics Today](#).

LGBT+ History Month events:

- Maths and Computer Science hosted 'Over The Rainbow' film screenings on University Park and Jubilee Campus respectively. Progress Pride flags have been on prominent display within the Physics Building Foyer, Maths entrance, Sutton Bonington Campus, Chemistry foyer and Computer Science Atrium. LGBTQIA+ Pioneers of Computer Science posters were displayed during LGBT+ History Month 2023.
- Chemistry and Psychology co-hosted a seminar titled "Symbols and Signals – Celebrating Queer Identities", followed by a Quiz, which was well attended.
- Design your own LGBTQIA+ Flag: The aim of the project was to help strengthen the LGBTQ+ community in Chemistry.

In November 2022, Chemistry changed the signage on all accessible toilets to widen their use as 'Accessible and Gender Neutral' toilets, having identified a lack of such facilities in the building.

The School of Psychology have continued with their Rainbow Officers' initiative where members of staff who identify as part of the LGBTQIA+ community hold weekly drop-in sessions to meet with staff or students who would like to speak to them. Although there has only been a small number of individuals attending these sessions, comments from students have indicated the initiative conveys the school's commitment to inclusivity.

Faculty of Social Sciences

LGBT+ Student Experience

Impact on: Students

A peer mentoring programme has been designed to support the School of Geography's LGBT+ student community. More information about the scheme can be found [here](#).

The School of Politics and International Relations held a workshop in support of LGBTQIA+ history month which used Queer Theory to explore several contemporary issues in International Relations, then asked the students to work together to produce a list of suggestions for what they would find helpful or important in LGBTQIA+ terms. The findings are being analysed and written-up for next steps.

The School of Sociology & Social Policy hosted a seminar for LGBT+ History Month entitled The Art of Queer Joy.

Professional Services

Registry and Academic Affairs

Impact on: Staff

In collaboration with Student and Campus Life, delivering a 'first steps to Trans Inclusion' workshop facilitated by Stonewall.

Staff Network: LGBTQIA+ Staff Network

Progress in 2022/23

Membership

2019/20	2020/21	2021/22	2022/23
Not known	85	115	178

Main Activities in 2022/23

During the Autumn Semester of 2022/23 one of the main activities done by the LGBTQIA+ Staff Network was participating in the Stonewall Review. While the network did not feel the review was appropriate and this put the LGBTQIA+ staff at the university under considerable stress during the process, especially the chairs of the network and members of the steering group, the university did renew their Stonewall membership and hopefully this review will not have to happen again.

Due to the Stonewall review and the unknown outcome of the process, until shortly before February 2023, the official network activities during LGBTQIA+ History Month in February were dialled back to a low-key community building event. Network members were involved in hosting and running LGBTQIA+ History Month events locally throughout the university.

The network also facilitated in the roll out of the new progress pride lanyards and network members participated in Nottingham Pride march in July.

Throughout the year, the network also participated in contributing to equalities initiatives from central university by providing guidance and advice in projects such as Digital Core, as well as speeding up change within Key Travel to become inclusive to non-binary people.

Co-Chairs: Kay Paterson-Bassett and Craig Butterworth

For more information about the LGBTQIA+ Staff Network, please email:

lgbtqia-staff@nottingham.ac.uk

EDI Theme: Wellbeing

Our Commitment: Priority (3.1) Wellbeing resources

We will ensure that staff are aware of wellbeing resources and know how to access them when they need them.



Our Commitment: Priority (3.2) Neurodiversity support

We will improve support for neurodiverse staff and students and to ensure parity of experience for all who are neurodivergent across the institution.



Progress in 2022-23

Faculty of Arts

Neurodiversity Training

Impact on: Students

Arts carried out a listening exercise to understand the experiences of neurodivergent Arts students and to gain an understanding of the gaps in support and staff awareness. This was done on padlet and [the results are here](#).

Danielle Roper and Lauren Marsh from Psychology delivered “Training for supporting neurodivergent students”. They delivered one session to over one hundred staff. [This is the link to the feedback from that training](#).

Key learning from the session was that staff would like more specific training on handling challenging situations in a learning environment to a positive outcome. Staff also found the videos in the training difficult to process due to the amount of background noise.

Faculty of Engineering

Neurodiversity Task and Finish Group

Impact on: Staff

The Faculty’s staff Neurodiversity Task and Finish Group has met regularly since March 2023 and has expanded its membership. Achievements of the group since then have included:

- Development of an accessible events guide to support organisers of large events in making them more inclusive for all, with a particular focus on considerations for neurodivergent individuals. The guide is being incorporated into the Inclusive Meetings guidance, which was also launched this year, led by the Wellbeing Steering Group.
- The group has informed the planning for the Faculty’s Professional Services Away Day held in June 2023, Summer Celebration held in July 2023 and Winter Celebration which is planned for December 2024.
- Placing EDI cards (mentioned in last year’s annual report) in faculty staff rooms to stimulate discussion. The Faculty now has its own set of cards which have been used at various events (as referenced elsewhere in this report).

Ongoing Work of Task and Finish Group

- Launch the Books of People concept in the Faculty, as already rolled out by Library colleagues. The initiative seeks to promote dialogue, understanding, and empathy among people from diverse backgrounds. Instead of borrowing books, participants can ‘check out’ staff volunteers

who are willing to share their personal stories, experiences, and perspectives on topics such as race, religion, gender, disability, sexual orientation, and other aspects of their identity and life (for example, taking maternity / shared parental / adoption leave, applying for flexible working arrangements, undertaking CPD or LMA courses).

- Review the People and Culture Survey Results data to identify specific support needed for those who have declared learning differences.
- Embedding the DLO role into the Education and Student Experience network and creating feedback mechanisms within the faculty to ensure success of the new role profile.
- Work with colleagues in the School of Psychology to inform a map of quiet spaces in the Engineering Buildings on Jubilee Campus (similar to the map currently in development for University Park Campus).
- Develop case study videos, in conjunction with colleagues in the Faculty of Science, of neurodivergent members of staff (across all Job Families) covering autism; ADHD; Dyslexia; and Dyscalculia.

Once available, the videos will be shared more widely and used as part of:

- Empathy Lab workshops being delivered by DTS colleagues.
- Open Conversation support to line managers, led by the University's Organisational Development Team.
- Resources being developed by HR colleagues to improve support to staff with reasonable adjustments .

a) As part of the Faculty's Wellbeing Programme various on line and on-campus events / activities were organised, including:

- i. Another Step into Christmas Challenge (November 2022).
- i. Men's Mental Health Talk (November 2022).
- ii. Random Acts of Kindness (February 2023).
- iii. Health MOTs (March 2023).
- iv. A Researchers' Superpower Workshop (June 2023) open to Post Graduate Taut students (PGTs), PGRs and Research Staff to help them to develop tools to engage with external stressors to help them balance the demands of University life and their mental health and wellbeing.
- v. Promotion of MyMynd Mental Health and Wellbeing Workshops for line managers (July / August 2023).

b) Various workshops with staff across all job families were held in January 2023 to seek feedback on the Faculty's Wellbeing Programme. This, together with the findings of the recent People and Culture Survey, will be used to inform changes to the programme over the coming year.

c) The Faculty's Leadership Forum, which meets once every two weeks, has been used to remind line managers to encourage their staff to take breaks and set expectations in terms of meeting times, out of hours communications, and communication to staff whilst they're on annual leave. This includes a reminder of Athena Swan meeting time guidance (9.30am to 4.00pm on those days most staff work).

d) Data on take up within the faculty on flexible working requests and timetable adjustments has been analysed in order to identify areas where targeted promotional activity is required to ensure:

- i. All staff are aware of the opportunity to request such adjustments and feel supported by their line managers.
- ii. A consistent approach across all line managers.

- e) Analysis is taking place on students supported by the Faculty's Support and Wellbeing Team to inform targeted action and support needed for those groups of students who are not seeking such support. To date, this has indicated this applies to male students and international students.

The Faculty has developed an updated 'Staff Wellbeing Toolbox' SharePoint site for staff and line managers which holds in one place information on Wellbeing events, resources, and links to relevant University web-pages.

Faculty of Science

Wellbeing Themed Work

Impact on: Staff, Students and Wider Community

Schools within the Faculty have strongly engaged with the neurodiversity theme throughout 2022-23, targeting both staff and students with activities aligned with awareness raising and support. This has included two sessions hosted by Physics focusing on neurodiversity delivered by guest speaker Dr Jonathan Vincent – a staff colloquium called "Uncovering employment outcomes for autistic university graduates: barriers and (possible) solutions" (35 attendees) and an interactive workshop exploring employability skills for neurodivergent students. A decompression space has been created in the Boots Science Building in Pharmacy to support neurodivergent staff and students.

The School of Psychology has continued to lead the Autism Social Network (ASN) throughout 2022-23. There are currently 400 students who are registered on the Network. The ASN holds in-person social events (games/pizza) every two weeks which regularly has around 30 people attending each session. The ASN also plans initiatives to raise awareness about Neurodiversity at the university (e.g. Quiet Spaces project).

Since February 2023 the School of Psychology are running a Neuro-inclusive workplaces project where they are working with neurodivergent individuals and local employers to understand more about the barriers to creating inclusive work environments. To date focus groups with neurodivergent individuals (n=16) and line managers (n=8) from various organizations including (Primark, Nottinghamshire police, Leicestershire Fire service, Human Resources at Nottingham University, Autistic Nottingham Charity) have been carried out. Project findings will be available in March 2024 when the project is complete.

The Faculty of Science's Neurodivergent Employment Opportunities (NEO) programme, which supports neurodivergent adults into paid employment launched its pilot in Spring 2023, welcoming its first cohort of three participants to the University.

The School of Chemistry implemented a "Quiet Room" during Welcome Week to provide a space to all students, but particularly those who are neurodivergent, to go to if they are feeling overwhelmed.

Faculty of Social Sciences

Festival of Rejections

Impact on: Staff

Nottingham University Business School (NUBS) ran a Festival of rejections in May 2023, an ECR event opened across NUBS and supported by Professional Practice, with the view to build confidence and skills in dealing with and learning from article rejections. The festival includes editors talking about

how and why editors reject and what counts as a constructive review/rejection, and colleagues with experience in publishing (and hence in dealing with rejections).

Wellbeing Workshops

Impact on: Staff and Students

Wellbeing and stress management workshops were organised weekly by NUBS with a certified wellbeing, yoga, meditational and mindfulness coach. Free to NUBS staff, the workshops were aimed to offer cognitive and emotional strategies for developing resilience in dealing with rejections and were aimed primarily at ECRs but welcomed all academic colleagues including PhD students.

Balancing careers with unpaid caring roles and responsibilities

Impact on: Staff

A new professional coaching package for people who are balancing careers at NUBS with unpaid caring roles and responsibilities was launched. This was aimed at staff who care for someone who may be ill, frail, disabled, experiencing a time of mental distress or suffering from substance misuse.

Witty Scholarship

Impact on: Students

Witty Scholarship programme NUBS Haydn Green Institute of Innovation and Entrepreneurship were delighted with the news that additional funding had been secured for the Witty Scholarship programme to support low-income students across the university. The offer was aimed at undergraduates at the University of Nottingham for financial support with their studies and to help them gain the skills to set up their own business or become innovators within their sector. This new funding will expand the current programme and provide opportunities for even more beneficiaries. The Witty Scholarship has supported 176 students since it was established in 2017.

Researcher Peer Mentoring

Impact on: Staff and Students

The Rights Lab have received Faculty EDI funding to support the setting up of a peer-mentoring scheme, particularly targeting PGRs and ECRs in the Lab. Funding will be used to support the set-up of a mentor 'matching' service, to support peer-mentors to meet out of the office, and to hold informal community building events for ECRs and PGRs within the Lab.

Carers' Wellbeing

Impact on: Staff and Students

The School of Education have established a carers champion role. All staff and students were invited at the beginning of December 2022 to share their stories and testimonies of caring, in order to shape the role and practices in the School. An event 'Caring for neurodiverse children in education' was organised jointly with NUBS.

Balancing careers with unpaid caring roles and responsibilities: professional coaching

Impact on: Staff

A new coaching package for people who are balancing careers at NUBS with unpaid caring roles and responsibilities was launched. This was aimed at staff who care for someone who may be ill, frail, disabled, experiencing a time of mental distress or suffering from substance misuse.

Student Engagement

Impact on: Students

In the School of Economics, all students with low engagement are now captured through the dashboard and contacted and offered support. Similarly, all students with low exam outcomes are contacted and offered support.

Professional Services

Student Campus Life Wellbeing resources

Impact on: Students

Student Wellbeing and Student Campus Life EDI are working with Professional and Organisational Development to develop an offer on Active Bystander Training to staff.

Registry and Academic Affairs

Impact on: Staff

RAA Wellbeing and Mental Health working group action plan created and currently in progress to be delivered by July 2023.

Staff Network:

Neurodivergent Staff Network

Membership

2019/20	2020/21	2021/22	2022/23
n/a*	60	96	126

*Membership for 2019/20 not available as the network was launched in March 2021

Main Activities in 2022/23

Membership has increased to 126 as of November 2023. As the network has grown, administration has been made more effective with processing of new members formalised through a self-declaration and agreement to a code of conduct form. Meetings for peer support and information sharing have been regularised (2 monthly), alternating face to face and online. Particular note must be made of the efforts of Kathryn Moss and Helena French who have driven network administration and revamped the public facing SharePoint site. The network has been represented by the chair in the EDI Wellbeing and Disability sub-committees, The Intersectionality and Inclusion Oversight Group, the Professional Services Hub management committee, The Castle Meadow Consultation Group and at Faculty and School EDI Committees. The network was successful in applying for funding from the Research Culture fund, and has provided assistive technology for a number of members including Noise cancelling headphones and ear-plug and note taking recording equipment and tablets. A qualitative investigation of lived experience has been undertaken with network members (coordinated by Pat Brundell) which was funded through Faculty of Science EDI team. In 2023/24 members of the network are delivering four panel discussions and focus groups to support Neurodivergent staff and students in Plant Biosciences and Computer Science. Members of the network will also be hosting 2 public drop-in sessions as part of Disability Month activities.

Chair: Pat Brundell, Research Fellow, School of Computer Science

For more information about the Neurodivergent Staff Network, please email:

pat.brundell@nottingham.ac.uk

Progress in 2022-23**Faculty of Engineering****Awareness Raising****Impact on:** Staff

Awareness of recognition month events and funding opportunities have been promoted on an ongoing basis via our Faculty wide weekly update emails, SharePoint, Staff Forum and Faculty Leaders Forum

Faculty of Science**Prayer Room****Impact on:** Staff and Students

The faculty opened its prayer room in the Physics Building in May 2023, addressing an identified issue about proximity of prayer facilities in this part of University Park – previously those looking to use such facilities needed to walk to QMC or the Portland Building. This is in addition to the EDI room in Chemistry which has functioned as a prayer room for several years.

Faculty and Professional Services EDI Contacts

Faculty of Arts

Faculty EDI Director: Dr Lucy Jones (currently on research leave)

EDI Manager: Mosina Susiwala

Email: mosina.susiwala@nottingham.ac.uk

Faculty of Engineering

Faculty EDI Director: Charlotte Lush

Email: charlotte.lush@nottingham.ac.uk

EDI Manager: Sarah Wilson

Email: sarah.wilson2@nottingham.ac.uk

Senior Project Manager for Equality, Diversity and Inclusion: Ellie Davies

Email: ellie.davies@nottingham.ac.uk

Faculty of Medicine and Health Sciences

Faculty EDI Director: Professor Jasmeet Kaler

Email: Jasmeet.kaler@nottingham.ac.uk

EDI Manager: Eli Todorova

Email: eli.todorova@nottingham.ac.uk

Faculty of Science

Faculty EDI Director: Rachel Van Krimpen

Email: rachel.vankrimpen@nottingham.ac.uk

EDI Manager: Precious Taylor

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Faculty of Social Sciences

Faculty EDI Director: Dr Michelle Stirk

Email: michelle.stirk@exmail.nottingham.ac.uk

EDI Manager: Ash Collins

Email: ashley.collins@nottingham.ac.uk

Professional Services

EDI Manager: Cathy Marshall

Email: cathy.marshall@nottingham.ac.uk