University of Nottingham
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Report

Equality, Diversity and Inclusion Annual Report

2022/23

Introduction

As I reflect on my first full academic year as Pro-Vice-Chancellor (PVC) for Equality, Diversity and Inclusion, and People at the University of Nottingham, I am overjoyed with the tremendous amount of work that has been done in this past year to align Equality, Diversity and Inclusion (EDI) activity into our equality themes and our EDI Priorities for 2022/23 (Figure 1).

The improved networks and connections that have been made both within the university and with our local and global partners to enhance the opportunities available to staff, students and visitors is something that I am proud of personally and professionally. As always, the EDI Annual Report is a testament to the great work that many people do across the institution, and each year that work grows, along with its impact on our community. There are many highlights for me to point towards in this report, not least the fact that the university became the first in the country to hold a prestigious Athena Swan Gold award this year for its sustained and impactful gender equality work. Others include:

Professor Katherine Linehan
Pro-Vice-Chancellor for Equality,
Diversity and Inclusion, and People

- The introduction of AccessAble to the institution, which is an App that gives practical information about facilities available and the access routes into a building before people set off on their journey, as well as signposting to prayer rooms, parenting rooms, gender-neutral toilets and quiet spaces.
- Project Period which provides free period products across our UK campuses.
- The completion of the Stonewall review that has given the university a real strategic direction when it comes to supporting our LGBTQIA+ staff, students and visitors.
- Black Industry Connection and Empowerment Programme (BICEP) – a successful project which has seen our students connect with our alumni community for mentorship, guidance and inspiration.
- The Universities for Nottingham (UfN) where the University of Nottingham is working with partners from across Nottingham to share work on inclusive recruitment and sharing best practice to diversify our workforce.
- The growing work of our Faith and Religion Steering Group, and the important work of our Chaplaincy Team in supporting our community (which was prominent during the dreadfully tragic events in Nottingham in July 2023), and how their good practice in working with and supporting Jewish students has been highlighted by Lord Mann's All Party Parliamentary Group.
- The launch of the People and Culture Strategy, which combined the institutional aspirations of both EDI and People.

Annual Report 2022/23

This year we have moved away from reporting against the EDI Strategic Delivery Plan (SDP) which was closed in June 2023. This has been superseded by the new People and Culture Strategy which moves the university forward significantly by embedding EDI into everything we do and thus makes the organisation 'inclusive by design'. The Annual Report is structured to provide a narrative against the following EDI themes from the People and Culture Strategy:

- Intersectionality and Inclusion
- Disability Equality
- Faith and Belief
- Gender Equality/Athena Swan
- Lesbian, Gay, Bi, Trans, Queer, Intersex, Asexual, Plus (LGBTQIA+)
- Race Equality/Race Equality Charter
- Wellbeing

Activities under these thematic areas are aligned to our EDI Priorities for 2022/23. Our aim has been to simplify the EDI strategic vision for the university. The one-page summary has enabled us to communicate easily to staff, students and the wider community on the direction of travel as we move towards embedding EDI by design. Our ambition is that we want EDI to be consciously factored into everything we do, deliver, build or create at the university.

The Faculty, Professional Services and Staff Network updates are detailed in Appendix 1. These, like the main report, are structured into thematic updates, to highlight the cross-institutional work that is happening on our EDI Themes. The Staff Networks are a vital part of our EDI work as they support the EDI Themes and act as both advisers and critical friends. Over the last year, we have established regular staff network meetings so that chairs and co-chairs get the opportunity to network and work collegially as a group.

The caveat with the EDI Annual Report, is that I am aware that we may not have included all the fantastic work that is happening in the EDI space at the University, as more people contribute to improving the university as a place to work, study, and visit. I thank everyone for their commitment, hard work and continued passion to making the University of Nottingham a leading exemplar for EDI.

Professor Katherine Linehan
How to say my name
Pro-Vice-Chancellor for Equality, Diversity and Inclusion, and People

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Equality, Diversity and Inclusion Priorities for 2022/23

Professor Katherine Linehan
Pro-Vice Chancellor for Equality,
Diversity and Inclusion, and People

To create momentum and drive real change in Equality, Diversity and Inclusion (EDI) we need everyone to work collectively across the university on 3 key priority areas in 2022/2023. We will achieve the activities in these areas by working with our new theme leads and steering groups, which are:

- Disability
- Gender Equality (Athena Swan Institutional Self-Assessment Team)
- LGBTQIA+
- Race Equality (Bronze Race Equality Charter (REC) Implementation Group)
- Wellbeing

Actions against our institutional KPIs will be monitored by a new Intersectional and Inclusion Oversight Group, which will report progress against our strategic delivery plans directly to the EDI Committee.

Priority Area 1:
Diversification of the workforce and career development

(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.

(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.

Priority Area 2:
Awareness raising and education

(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.

(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.

(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.

(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.

Priority Area 3:
Support

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

(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.

(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.

nottingham.ac.uk/edi

Figure 1: EDI Priorities for 2022/23 – one-pager

Contents

EDI Governance at the University of Nottingham

Progress in 2022/23

Alongside the development of EDI Themes, the governance arrangements for EDI and People have been reviewed, to streamline the previous reporting route, which had separate EDI and People Committees. In March 2023, a new People and Culture Committee was established, with Katherine Linehan, Pro-Vice-Chancellor for Equality, Diversity and Inclusion, and People as Chair. The Committee has accountability for delivery of both the EDI Priorities, and the People and Culture Strategy.

In terms of EDI, the People and Culture Committee receive termly updates from each of the thematic areas and the Intersectionality and Inclusion Oversight Group (which is also Chaired by Katherine Linehan). Progress on the Education and Student Experience (ESE) and Access and Participation Plan (APP) are also reported into the Intersectionality and Inclusion Oversight Group. In addition, Andy Fisher, Professor of Philosophy and University Senior Tutor is a member of the People and Culture Committee, and Mark Bradley, Associate Pro Vice Chancellor for ESE is a member of the Intersectionality and Inclusion Oversight Group. This ensures there is an overlap between the Teaching and Learning Committee and the People and Culture Committee. Elements of how ESE, APP and EDI are connected can be seen within this report, particularly with the project Black Industry Connections and Empowerment Programme (BICEP).

Institutional progress on EDI is reported into the University Executive Board (UEB) with updates against the EDI Priorities and the People and Culture Strategy. Please see the Governance reporting route diagram below (Figure 2).
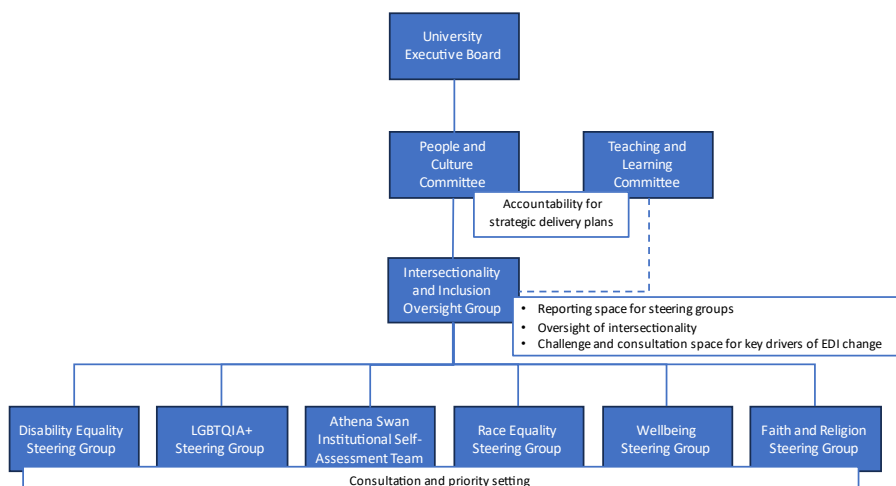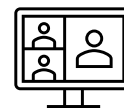

Figure 2: EDI Governance Reporting Route

EDI Themed Updates

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.
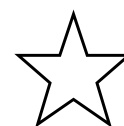
Progress in 2022-23

Senior Banding Pay Review

Impact on: Staff

A Senior (Professorial) Pay Banding review has been conducted. Discrete criteria-based pay bands (A-D) have been introduced and all level 7 staff have been evaluated and moved onto this pay scale. The review has successfully addressed some of the historical systemic inequalities that previously existed in senior pay, such as long service being rewarded rather than performance, and has eliminated opportunities for individuals to benefit from social privilege.

This is evidenced by the increase in the number of those staff with protected characteristics at band C and D and the decrease in number of these individuals at band A. The new professorial reward system should see all academic staff fairly and equitably recognised for their talents and contribution to the work of the university in future. Prior to the exercise there were no women in band D and only 9% working in band C. These have now grown to 2% and 26% respectively. While just 4.4% of racially minoritised staff were at band C before the exercise this has now grown to 11.1%. At the same time the number of racially minoritised staff at band A has shrunk from 31.1% to 26.7%, moving more in line with white staff. The number of staff with disabilities have grown substantially in bands B and C, from 42.9% to 61.9% and 14.35% to 19% respectively.

Establishment of the Intersectional and Inclusion Oversight Group

Impact on: Staff and Students

An Intersectional and Inclusion Oversight Group was established in November 2022. The purpose of the group was to have oversight of EDI activity from across the institution, this included updates from the EDI Thematic areas and institutional partners. The Intersectional and Inclusion Oversight Group reports into the People and Culture Committee (previously the EDI Committee).

University of Nottingham EDI Townhall: Inclusive recruitment

Impact on: Staff

An EDI Town Hall, held in November 2022, focused on inclusive recruitment at the university and was attended by over 70 staff across the organisation. HR Recruitment Services shared details of central activity to support the diversification of our workforce, along with guidance and resources developed to support colleagues to embed inclusive recruitment practices at a local level.

University of Nottingham: Rebranded jobs pages

Impact on: Staff, Students, and the Wider Community

HR Recruitment Services launched the university's new job pages (see Figure 3). The pages have been rebranded to appeal to a diverse audience and promote the university and its benefits to prospective applicants. There is prominent information about our commitment to and value for EDI, flexible working options, wellbeing support and childcare services.

Figure 3: University of Nottingham's rebranded jobs pages

University of Nottingham: Rebranded recruitment assets and images

Impact on: Staff, Students, and Wider Community

HR Recruitment Services have worked with external experts and current staff to produce a portfolio of photographic images to enhance staff recruitment campaigns, celebrate and value diversity and support our commitment to attracting, recruiting and retaining a diverse workforce. The images produced feature natural shots of staff, working in a wide range of job roles across campuses, and giving representation to many diverse identities and characteristics.

Candidate Guidance

Impact on: Staff, Students, and Wider Community

The webpages also feature a newly developed Candidate Guidance section, designed to support applicants unfamiliar with the requirements for making a good application to roles at the university. Information includes:

- Understanding our application, interview, and assessment processes.
- Guided steps on how to make a good application.
- Tips for preparing for an interview (including use of the STARR (Situation, Task, Action, Result and Reflection) technique, how to manage nerves, requesting reasonable adjustments).

Universities for Nottingham (UfN)

Impact on: Wider Community

As part of its civic work, the university is leading on driving diversification of the workforce in anchor employers across Nottingham and Nottinghamshire university. The university has funded a 0.6FTE Project Manager for a year to continue to drive this work forward. Outcomes from this work include:

- A single jobsite for Nottingham partner organisations to advertise local jobs, to better reach the diverse local community
- Develop a repository for partner organisations to share inclusive recruitment resources
- Create an inclusive recruitment charter
- Deliver a jobs fair showcasing all organisations as employers for the diverse local community.

University of Nottingham Jobs Fair

Impact on: Staff, Students, and Wider Community

HR Recruitment Services coordinated a University of Nottingham jobs fair to drive inclusive recruitment at Lakeside Arts. There was representation from 25 teams/departments/faculties to promote the wide range of non-academic roles on offer at the university. The event was widely promoted online and through social media platforms (such as Facebook, LinkedIn and Instagram), Job Centres, and other public buildings in areas targeted for their diverse communities (see Figure *4*).

Figure 4: One of the posters for the University of Nottingham jobs fair

534 people registered with 376 people attending on the day. The demographics for the 37 attendees that completed our feedback, were, 62% women, 37.8% racially minoritised, 16.2% disabled, 13.5% LGBTQIA+. Comments included:

> Great chance to find out about the variety of different roles, great to hear off staff with very positive stories.

> First jobs fair since being made redundant that actually gave me some hope. Glad I attended.

> A really insightful and varied fair. Staff were so welcoming and enthusiastic.

Figure 5: University of Nottingham jobs fair 17 May 2023

Job fairs in the community

Impact on: Wider Community

An increased presence by our Recruitment Services Team at jobs fairs this year meant the University of Nottingham was promoted to local people as an employer for all. Each fair was attended by between 100 and 200 people and led to 69 applicants citing jobs fairs as being where they heard about the vacancy. JobCentre Advisers remarked on the difference in attitudes of their clients who are now much more aware of the wide range of roles at the university and how they are considering them more as a potential employer.

Career Development Workshops

Impact on: Staff

During the last academic year career development sessions were delivered by Learning and Development to 54 members of the BAME Staff Network, Disabled Staff Network and Womens' Staff Network at each of the UK campuses between March and May 2023. The sessions benefited from authentic, honest career stories shared by colleagues belonging to at least one of the targeted groups. These were namely, racially minoritised and/or disabled staff and women, and many of whom had intersectional identities, creating different and multiple barriers and potential for marginalisation. Feedback from the participants was overwhelmingly positive, and similar sessions will be delivered from January 2024 and promoted to all university Staff Networks. Follow up sessions will also be offered to all participants focusing on Reflective Practice and understanding and capitalising on personal 'Strengths' profiles.

> Having 3 different presenters describe themselves, their challenges and career paths made this a very open, diverse, engaging session which felt safe, supportive & inclusive.

> Supportive environment, inspirational, I am very positively surprised.

> I am so grateful to you for arranging this and taking interest in my career.

> Such an amazing space was created by the attendees and by the staff members sharing their career stories. So inspiring and empowering.

> Overall, the course was brilliant and exceeded my expectations.

Carer's Staff Network

Established in 2021/22, the Carer's Staff Network has increased its membership from 36 to 57 in 2022/23. During 2022/23, the Network has focused on raising its profile in the organisation and were successful in gaining a Research Cultures Bid to explore the experiences of unpaid carers and the implications for their working lives. In addition, the network is exploring the proposal to join the Carers UK organisation in 2023/24.

Intersectionality and Inclusion Plans for 2023/24

Work will continue to focus on the same priority areas in 2023/24 (see below) as creating a truly diverse workforce, where students and staff can see their protected characteristics reflected and represented at all levels and all areas of the institution, is a critical step to realising a fully inclusive community.

(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.

(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.

For more information on any intersectionality and inclusion equality work, please contact:
Professor Katherine Linehan, Pro-Vice Chancellor for Equality, Diversity and Inclusion, and People
katherine.linehan@nottingham.ac.uk

Cathy Marshall, Equality, Diversity and Inclusion Manager, Intersectionality and Inclusion, Co-Theme Lead
cathy.marshall@nottingham.ac.uk

EDI Theme:	Disability Equality

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.
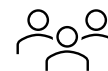
Progress in 2022-23

Key Performance Indicators (KPIs)

KPI	21/22 Target	**21/22 Actual**	22/23 Target	**22/23 Actual**	**23/24 Target**	**24/25 Target**	**25/26 Target**
Staff with a disability	6%	**6.10%**	6%	**7.29%**	8%	9%	10%

The university has achieved and exceeded its KPI target for 2022/23 of staff with a declared disability comprising 6% of the workforce. While as an institution we have achieved our targets, we know that this is not consistent across the University with some faculties, job families or job levels balancing out the data in others. Ongoing work in the disability space for 2023/24 seeks to understand and reduce these differences.

Establishment of the Disability Equality Steering Group

Impact on: Staff and Students
The Disability Equality Steering Group was established in January 2023 and has met monthly to determine the key priorities for disability equality at the university. Staff with expertise in disability equality from across the university, along with representation from the Students' Union (SU) Disabled Students' Officer, have been working with the EDI Co-Theme Leads to agree the future strategic key priorities.

In order to assist the steering group in their decision making and objective setting, disability support for staff and students was formally audited by KPMG. The recommendations from the audit report are being triangulated with other university data to create a new Institutional Disability Equality Action Plan. This plan will be launched in Autumn 2024 and will be built in the same way as the new Athena Swan action plan so intersectional progress will be easily visible and can be monitored.

Disability-Inclusive Nottingham

Impact on: Students
Disability-Inclusive Nottingham is a £500K investment by the university to improve the lived experience of students at the University of Nottingham. The project is led by Adam Lester, Associate Director Disability Services and includes support for neurodiverse students. Disability-Inclusive Nottingham aspires to be a sector leading service for students. Where parity of experience enables real and meaningful self-determination, and services are designed to identify and remove the additional barriers students face. Where accessibility is not considered as an adjustment but as a key enabler to parity of student life empowering all students to reach their full potential. Services will meet regulatory requirements as a starting point, not the end point. This project is a rolling improvement programme over the next 3-5 years.

Disability Liaison Officers

Impact on: Students

As part of Disability Inclusive Nottingham, a new role profile and capabilities for school based Disability Liaison Officers (DLO) have been developed so they are focused on pedagogy and curriculum re-design for a more disability inclusive curriculum. The role moves DLOs out of the admin space, will ensure they are able to work with complex adjustments and ensure they are in place. To support this work a suite of common reasonable adjustments guidance has been created to feed into a progressively inclusive curriculum, with the ultimate aim of reducing the amount of Support Plans required.

Disclosing a Disability and Reasonable Adjustments

Impact on: Staff

Much of the work in this space for staff has involved laying groundwork for larger projects in 2023/24, including:

- Onward sharing of disability disclosure built into Unicore (the new HR, Finance and Procurement system).
- Appointment of a HR EDI Manager and 3 HR Advisors to increase the capacity for disability staff support actions in HR and to ensure HR Transformation results in us being 'inclusive by design' as an organisation.
- All key HR staff being reasonably adjustment trained.
- Review and improvements made to the university's webpages on disability support for staff, the reasonable adjustments passport and the staff disability toolkit.
- Compilation of a list of where the funds for implementing reasonable adjustments are held across the university so that budget is not a perceived barrier to an adjustment being put in place.

Impact on: Students

As part of Disability Inclusive Nottingham and working with EACIT (Education Administration and Continuous Improvement Team), a new automated communication strategy via NottinghamHub has enabled tailored information about how to disclose a disability to reach a wider audience. Automated communications are now sent to students at strategic times of the year to inform them of the process to secure reasonable adjustments. Disability Support Services have also produced a wide range of resources published through Moodle, including information on teaching, assessments, campus life and finding the right support during studies.

Accessibility/AccessAble

Impact on: Staff, Student and Visitors

In March 2023, the university launched the AccessAble app (see Figure 6) which is a revolutionary tool that benefits students, staff and visitors at UK campuses. The university invested £200k in the app to ensure everyone can find and access the facilities they need for their work and study.

The app is designed to provide practical information about facilities available and the access routes into a building before people set off on their journey, as well as signposting to prayer rooms, parenting rooms, gender-neutral toilets and quiet spaces. It also provides detailed information on the accessibility of different buildings on campus, including features such as step-free access, parking, gender neutral and accessible toilets. Between its launch in March and the end of August 2023, AccessAble at the University of Nottingham has seen 5,474 users and 21,920 Access Guide views.

The University of Nottingham recognise that it is critical that we have an inclusive estate to foster a strong sense of belonging for everyone in our community. Information from the AccessAble surveys

has been used to help prioritise areas of spend in the estate investment plan and additional resource has been put into the budget to improve the accessibility of our current estate. The survey's findings are also helping to inform the design of the Castle Meadow Campus to ensure the new campus is as inclusive as possible.

Figure 6: Screenshot of the AccessAble webpage for the University of Nottingham

Disability Recognition Month

Impact on: Staff, Students and Wider Community

The central event: 'What's new in the Disability space?' took place in November 2022, showcasing initiatives and provision of service for disabled staff and students, allies, managers and anyone wanting to know more about the support available at the university. The event ran in conjunction with the HealthyU campaign. A total of 221 people attended the event, which is one of the largest number of people attending an EDI event at the University of Nottingham. An online poll was administered to the audience before the event started, asking them to rate their current knowledge of what support and provision is available for staff and students at the university. The average score was 2.9/5 at the beginning of the session, and this increased to 4.1/5 by the end of the event, when the question was posed again. The event recording has had a total of 412 views, to date. In addition, 10 other local events took place throughout the Disability Recognition Month across the university.

Disability Staff Network (DSN)

The Disability Staff Network have had a busy and proactive 2022/23 as they have not only offered support to their members, but they have also provided input and guidance on institutional projects, policies and initiatives. The network remains a safe space for staff members to get advice and help and as such they have increased their membership from 94 in 2021/22 to 154 in 2022/23. The combination of the increase in membership and the institutional requests has resulted in Co-chairs doubling from two to four. This also coincides with some of the Co-chairs stepping down from their role to allow other members the opportunity to be involved in the strategic decision making and guidance at an institutional level.

Disability Equality Plans for 2023/24

Looking ahead to the coming academic year, disability equality has a clear EDI Priority:

(2.1) Write and implement an Institutional Disability Equality Action Plan
Create an Institutional Disability Action Plan to identify and address ableism, and ensure that disabled staff and students are supported during their time of work and/or study, and that their sense of inclusion and belonging is enhanced.

In addition, the Disability Equality Steering Group will also have responsibility for the EDI 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.

This priority has been moved from the Wellbeing theme to the Disability Equality Theme to reflect the fact that neurodiversity is a protected characteristic that would be classified as a disability under the Equality Act 2010.

For more information on any disability equality work, please contact:
Dr Michelle Stirk, Faculty Director for Equality, Diversity, & Inclusion and People, Disability Equality Co-Theme lead
michelle.stirk@nottingham.ac.uk

Ash Collins, Equality, Diversity and Inclusion Manager, Disability Equality Co-Theme Lead
ashley.collins@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

Key Performance Indicators

KPI	21/22 Target	21/22 Actual	22/23 Target	22/23 Actual	23/24 Target	24/25 Target	25/26 Target
Ethnicity split (level 6 BAME)	12%	14.24%	12%	14.16%	13%	14%	15%
Ethnicity split (level 7 BAME)	9%	10.21%	9%	11.08%	9%	10%	10%

While as an institution we have achieved our targets, we know that this is not consistent across the University with some faculties balancing out the data in others. We will be considering if a review of our KPIs is needed to ensure we are ambitious regarding this work.

Bronze Race Equality Charter Implementation Group

Impact on: Staff and Students
The Bronze Race Equality Charter (REC) Implementation Group was established in 2021 and was a mixture of those who had previously been involved in the REC submission and those who had volunteered to be part of the group because of an interest in race equality. The membership of this group has been reviewed to align it with action owners on the REC Action Plan to increase the pace and efficiency with which the work is delivered. Currently, we have completed 39 of 129 actions on the REC Action Plan with 53 in progress.

Head and Hair Coverings Guidance

Impact: Staff, Students and Community
Following on from the REC funded, *Crowns: an exhibition celebrating hair and head coverings* (see Figure 7) in 2022, guidance on the wearing of head and hair coverings has been created. This is to ensure all our practices i.e. health and safety, graduation, etc. are inclusive of those who wear head or hair coverings. This guidance is due to be published before the end of 2023.

Figure 7: Crowns: an exhibition celebrating hair and head coverings, Lakeside Café

Student-focused activities

Degree Awarding Gap

Impact on: Students

Work continues at the university to analyse the degree awarding data. Faculty Panels have been established to scrutinise the data, which is driving the approach to understand their individual challenges and tailor interventions. An academic advisory group was established in October 2022 to help faculties with their work. Membership includes representatives from all faculties. The group is focusing on sharing good practice, tools, and resources across the institution.

Student On-Boarding

Impact on: Students

An on boarding module on cultural humility is one of the beacon actions in the REC Action Plan (Action 3.2.1), and one of the university's key EDI Priorities for 2022/23 (see above). The aim of the module is to reduce separation across students by creating a community with a sense of belonging. The cultural humility module (see Figure 8) was launched in February 2023 and in future will be signposted as part of the on-boarding/welcome materials sent to new students at the beginning of the academic year.
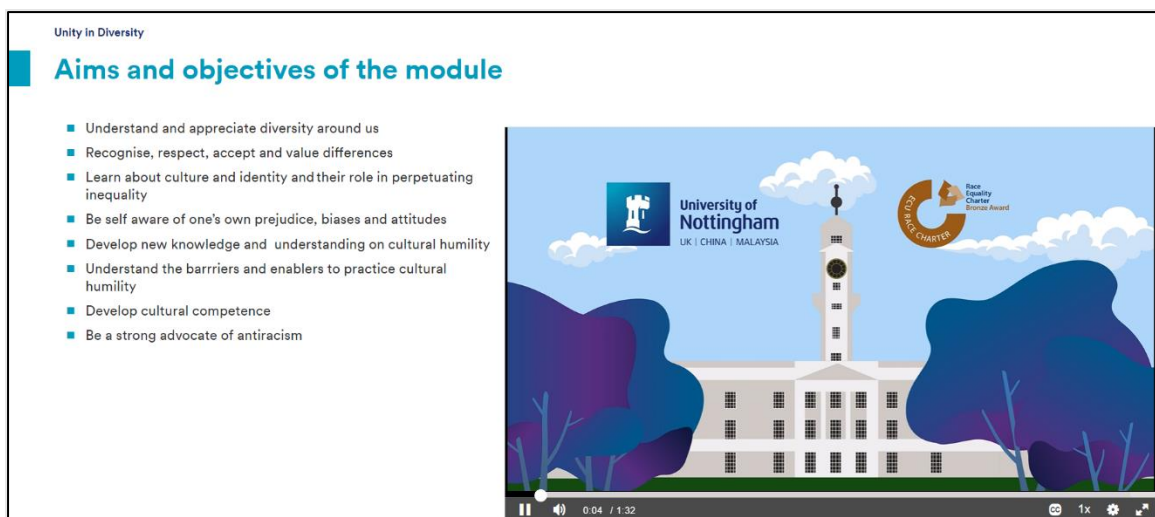
Figure 8: Screenshot of the Cultural Humility Module

Access and Participation Plan (APP) Funded Projects: Black Industry Connection and Empowerment Programme (BICEP)

Impact on: Students, Alumni/Civic

Black Industry Connections and Empowerment Programme (BICEP) was launched in 2022/23 and aimed to connect Black undergraduates to Black alumni and mentors. The programme saw more than 80 students and 25 volunteer mentors from black backgrounds work together to improve students' confidence, networks, and sense of belonging. The students took part in two in-person networking events and a total of 64 mentoring sessions (see Figure 9).

Figure 9: BICEP launch event on 9 February 2023

Angela Namubiru, a Medicinal and Biological Chemistry student and a BICEP participant, said:

> BICEP was such an excellent programme to be a part of. Having conversations with black people who have attended Nottingham university and understand what it's like being a minority at this place was good, especially as many have excelled within their own career fields too.

Watch a short video about BICEP from this link.

BICEP have secured funding for two more years and will be evaluating the initial cohort to implement improvements.

Access and Participation Plan (APP) Funded Projects: GRIT

Impact on: Staff and Students

The GRIT charity are experienced in delivering personal development and coaching programmes in educational settings. Supported by APP funds, the university are offering a GRIT programme open

exclusively to students of Black heritage. The workshops are created and delivered by professional coaches of Black heritage. The aim of the intensive group workshops is to empower students to build support mechanisms and become resilient leaders. GRIT coaching identifies the root of why individuals think, feel and act the way they do, challenging self-limiting assumptions and beliefs. Past participants have reported powerful mindset shifts, increased levels of confidence and amplified feelings of belonging and entitlement.

In the academic year 2022-23, 15 undergraduate students participated in the programme. Through the evaluation students reported experiencing a greater sense of belonging and increased confidence when engaging with other students, talking about issues that affect them as a student of colour and supporting fellow students. The reflections of four student attendees are shared in the videos below:

- [Monet](#)
- [Abdul](#)
- [Davina](#)
- [Alana](#)

Access and Participation Plan (APP) Funded Projects: Sports Development Officer (Black Students)

Impact on: Students

In March 2023 a Sport Development Officer (Black Students) was appointed. The aim of this role has been to develop strategic direction and feedback mechanisms as well as the delivery of events and programmes, to enhance the inclusivity of the University's sporting offer and the experience of black students at Nottingham. This has resulted in extensive research into understanding the experiences of black students when it comes to access to sports and physical activities. 352 students of black heritage were involved in the research *all together* either by surveys or focus groups, this work will inform a detailed action plan.

Access to postgraduate study

Summer School for Supporting Students into PG study

Impact on: Students

The first ever Summer School for Rising Researchers took place over 10 days in June and July 2023 (see Figure 10). The school is an intensive and interdisciplinary training programme for current and recent University of Nottingham students of Black, Asian, or other racially minoritised backgrounds. The pilot project aimed to give participants an opportunity to learn research methods, build professional networks, and receive support for applying to PhD places and scholarships. Accommodation, meals and travel expenses were covered for all participants to minimise financial barriers to participation.

Eleven students participated in the programme, which included a research showcase featuring interdisciplinary and decolonial approaches to geography, law, politics, and business from racially minoritised colleagues from around the country. The team led workshops on research methods, race in science, researcher self-care, and citation politics. There were also panels on community-led research, delivered by current students on the University of Nottingham's Black Studies PhD programme, and on race and diversity in universities with international speakers.

One of our student participants said:

Building connections with researchers from around the world was an invaluable aspect of the programme, and I am grateful for the friendships and professional networks I formed during this time. One of the most rewarding aspects of the Summer School was the opportunity to engage in inspiring discussions about race, science, politics, and power relations in research with distinguished professors, the ICAREforJustice community, and fellow participants.

Figure 10: Participants on Summer School for Rising Researchers with ICARE4Justice guests and the Nottingham leads on a visit to the New Art Exchange

Excel in Science programme

Impact on: Students

The Researcher Academy secured funding to continue the Excel in Science programme, which allows undergraduate students to do paid internships within research teams to give them a taster of academia. Excel in Science is a programme designed to give budding researchers the opportunity to gain hands-on research experience. The Excel in Science internship programme is open to all students from all disciplines, with 50% of its 40 places devoted to Black undergraduate students. The programme also considers other protected characteristic and socio-economic status when shortlisting the applicants. Successful candidates will receive a stipend for 10h/week throughout the 23/24 academic year (30 weeks) at the living wage rate.

Research-active colleagues from across the University of Nottingham were encouraged to submit their proposals and help us create an enriching experience for our students.

Black History Month 2022

Impact on: Staff, Students, Wider Community

Black History Month was held in October 2022 with one central event: *Action, Not Words: Enabling Black Success* and 29 other exhibitions, panel discussions, talks, and workshops happening in schools and faculties. Attendance at the central event was disappointing with only 30 people attending, but an evaluation poll indicated that 100% of participants felt the session celebrated black success. Evaluation of all the events across the university showed the majority of respondents were satisfied with the events they attended, would attend similar events in the future, and felt that events celebrated diverse identities. While the majority still agreed that they have learnt something and that they would do something different because of these events, there were a larger portion of

respondents who disagreed or were ambivalent about those statements, showing that more of the events were celebratory rather than educational. However, there was an average increase in knowledge from 3.10 to 4.22 out of 5.

When asked about their key learning points, here is what a few respondents said:

That I can persevere and believe in myself no matter who I am.

Role models are important for increasing diversity in the workplace.

How to view setbacks and failures as an opportunity for growth as well as how women were integral in the development of software engineering and the foundation of computer science.

It was inspiring as a person of colour seeing the amazing work that can be achieved by persons like myself.

I didn't know much about this chapter in history and am very glad I attended.

Race Equality in Practice knowledge sharing event
Impact on: Staff and Students
In July 2023 the university held a Race Equality In Practice: Knowledge Sharing and Network Event. 61 people attended the in-person event and there were 15 speakers. The event updated and shared information on the following topics:
- Race Equality Charter: what is it?
- The BAME staff network: a reintroduction and vision for the future
- Race equality in the USA
- Crowns exhibition evaluation
- Decolonising the curriculum in Faculty of Social Science
- Career progression sessions
- Introduction to the Black Industry Connections and Empowerment Programme (BICEP)
- Panel discussion on: Enabling Black success

Figure 11: Race Equality in Practice knowledge sharing event

There was an increase of knowledge and awareness for those who filled out the evaluation (48 attendees completed pre-event evaluation and 33 completed post-event evaluation). Overall, the feedback indicated that attendees understood what the university was doing to advance race equality, and how they as individuals and as team members can contribute to the Race Equality Charter. Below are some of the attendees learning and takeaways thoughts:

Volume of activity	• "Learnt about the numerous programmes running across the university and the positive impact it is achieving." • "Great to hear all the different activity taking place across the university"
Commitment to this work	• "That staff are working incredibly hard to address the issues that affect students and staff to make it a fairer playing field." • "The wonderful work people are working from and that the university does care generally, but staff experience can be different"
Personal responsibility	• "That the race equality work is everyone's responsibilities. We all need to be allies." • "We often expect under represented groups to come up with the solution, when they haven't created the problem."
Inspired to collaborate	• "The new connections I made with colleagues within and outside the university and how many people told me they'd found the event inspiration."
Increased awareness	• "Ideas on enabling Black success" • "Lots but really useful to know about the decolonising the curriculum share point" • "It was a great opportunity to learn about the REC."
More to be done	• "Despite the mountain still to climb, there is an encouraging amount being done" • "It was interesting to see what the potential thoughts are and some of the schemes going on around the university. But, it does still feel like words with not a huge amount of effective impactful action."

BAME Staff Network

There have been significant changes in the BAME Staff Network in 2022/23 as the long-standing Chair, Dr Maria Arruda, left the University of Nottingham. Whilst it was sad to be losing Maria, it has presented an opportunity for the network to review its structure and to split the responsibility to Chairing the Network to three Co-Chairs: Amrina Kaur, Dr Mohamed Elmaghrbi, Sally Zhou. The Co-Chairs are part of the newly established Race Equality Steering Group, and the Intersectionality and Inclusion Oversight Group.

The network's membership has continued to grow, from 125 in 2021/22 to 146 in 2022/23. The three new Co-Chairs have committed to a programme of meetings, engagement events, and socials for 2023/24.

Race Equality Plans for 2023/24

Looking ahead to the coming academic year, a programme of reverse mentoring across the university will be rolled out to meet our EDI Priority for 2023/24 and a welcome module for new students launched to engage students in cultural humility as soon as they join the University of Nottingham community:

(2.2) An antiracist university
Building on the cultural humility on-boarding course for students, we will continue to develop and explore antiracist training at the university. This will include a range of activities such as training, mentoring, coaching and peer support for staff and students.

For more information on any race equality work, please contact:
Professor Jasmeet Kaler, Faculty Director for Equality, Diversity, & Inclusion and People, Race Equality Co-Theme lead
jasmeet.kaler@nottingham.ac.uk

Eli Todorova, Equality, Diversity and Inclusion Manager, Race Equality Co-Theme Lead
eli.todorova@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

Key Performance Indicators

KPI	21/22 Target	21/22 Actual	22/23 Target	22/23 Actual	23/24 Target	24/25 Target	25/26 Target
Gender split (level 6 women)	43%	41.61%	44%	42.28%	46%	48%	50%
Gender split (level 7 women)	27%	29.79%	27%	30.33%	28%	29%	30%

The university continues to make progress towards our KPIs and have already exceeded the 25/26 target for women at level 7. It is however important to note that representation of women in senior roles is not consistent across the institution. Representation of women at levels 6 and 7 is much higher in professional services roles than in academic and research roles, for example. It is also higher in Arts, Humanities and Social Sciences academic and research roles than in STEMM academic and research roles. Work will continue to address these disparities.

Institutional Athena Swan Gold Application Submission

Impact on: Staff and Students
This year the university focused on preparing the institutional Athena Swan gold level application. To ensure that those working on the application were recognised and given the space to complete this important work, the university bought staff out of their daily roles to do this work. This core writing team was supported by the PVC EDI and People, the Strategic Delivery Lead for EDI and the Institutional Self-Assessment Team (ISAT). After reviewing our data, and performance against the 2017 Athena Swan Application, the application was submitted in September 2023. A key part of the submission was a new 5-year action plan to drive further gender equality work at the organisation.

The submission was successful and the university became the first in the history of the Athena Swan award to gain an institutional gold award. The organisation was commended for its sustained commitment to gender equality over an 18-year period and its support and influence on others in the sector and beyond through beacon activities.

In addition to securing the gold institutional Athena Swan award, our Faculties and Schools have also had a successful year in relation to Athena Swan awards:
- School of Veterinary Medicine and Science – Silver Award
- School of Health Sciences – Silver Award
- School of Life Sciences – Gold Award

Gynaecological and Reproductive Working Group

Project Period

Impact on: Staff, Students and Visitors
Initiated by staff and students in the Biodiversity Institute, Project Period has now been adopted across our UK university campuses, as business as usual so that free period products are available to

our staff and students (see Figure 12). This is a financial commitment of £200K a year, which is in addition to the £1.5 million we spend on EDI as an organisation each year. The visibility of free period products in our toilets has begun to break down the taboo of menstruation and raised awareness and understanding of the impact that this and menopause can have on women in the workplace.

Project Period has purchased 800 re-usable period products to enable students and staff to trial a sustainable alternative. The aim is to capture feedback which will enable decisions about whether period cups are offered for free in future across the University of Nottingham. Since September 2023, there have been 339 sign ups; 30% staff, 70% students. Anonymous and in person collection is offered. 80% agreed to provide feedback over the next 3-6 months to help inform future demand.

Figure 12: Project Period promotional material

Menopause and Menstruation

Impact on: Staff

The university has ensured that new terminology for sickness reporting has been built into the Digital Core project (a key IT project which will improve HR, Finance and Procurement systems), which will include an option to select menstruation and menopause related absence. This will help to provide reportable data as we create a culture where individuals feel supported to declare the reason for their sickness/absence.

In addition, the university has over 60 members who volunteered to be part of a Gynaecological and Reproductive Health working group focused on reviewing the support for menstruation, menopause and child loss, infertility and/or miscarriage and to identify good practice. It will inform the set of recommendations written by the Gender Co-theme leads which will be shared with the Athena Swan ISAT in January 2024 and People and Culture Committee in March 2024.

Women's Network

Impact on: Staff

The Women's Network run a monthly Menopause Café which is informal with no pre-set agenda, where the topics are chosen by the participants on the day. The Menopause Cafe is an opportunity to have time and space to discuss the menopause without expectations or experts. It is an opportunity to share lived experiences and to enable peer to peer support. Alongside this, the network host various social events which include a book club and knit and natter event. The Women's Network has 552 members.

Haven staff network

Impact on: Staff

A 'Haven' staff network has been created 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 group hold termly events and activities including in partnership with other networks. They offer peer support at times of staff need and on key dates such as Mother's Day, Father's Day, Baby Loss Awareness Week, etc., and help to connect colleagues with internal or external resources such as relevant University of Nottingham policy, local or national charities, organisations and campaigns. Finally, they are supporting University management with development and best practice through the Gynaecological and Reproductive Group. It currently has 20 members.

Parent Staff Network

Impact on: Staff

A Parent Support Network launched in May 2023. It is a university wide online network for staff who self-identify as having a parenting role. It is designed to enable connections with individuals who have shared experience and provide mutual support. It currently has 47 members.

International Women's Day (IWD)

Impact on: Staff and Students

In March 2023, an IWD programme of events was held across the institution to celebrate International Women's Day/Month (IWM). 91 staff attended the central event *Let's Talk Periods and Menopause*. This was an interactive session open to all staff and students. The workshop was led by two guest facilitators and experts in this field, with an aim to help to increase the understanding and awareness of the impact of menstruation and menopause and period poverty, and to encourage people to speak up and tackle stigma. People who do not menstruate were encouraged to attend and to find out more about these, often stigmatised, subjects. It was designed to raise awareness, educate and enable sharing of lived experience with regard to menstruation and menopause. 56 attendees said their knowledge about menopause and menstruation increased from 2.8 to 4.2 out of 5 (+1.4) and confidence about menopause and menstruation grew from 2.5 to 3.9 out of 5 (+1.4) during the session. The feedback included the following comments:

> Just wanted to say both Claire and Laura are so inspirational and I really love what you are both doing. I also love that the Uni is facilitating this.

> loved that so many men attended and were fully engaged in our group discussions.

> I really liked the format of this event and the interactive elements. Nothing obvious to improve. Well done to all those who chaired, presented and contributed (including those behind the scenes).

Gender Equality Plans for 2023/24

The university will begin to deliver the actions set out in the new Athena Swan gold action plan and continue to work toward the EDI Priority below:

(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.
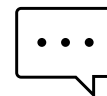
For more information on any gender equality work, please contact:

Rachel Van Krimpen, Faculty Director for Equality, Diversity, & Inclusion and People, Gender Co-Theme lead
rachel.vankrimpen@nottingham.ac.uk

Precious Taylor, Equality, Diversity and Inclusion Manager, Gender Co-Theme Lead
Precious.taylor@nottingham.ac.uk

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.
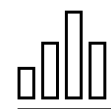
Our Commitment: EDI Priority (3.3) Stonewall review
We will review our current membership of Stonewall to ensure best-fit for the provision of specific support required in line with our LGBTQIA+ communities' needs, education for all, and our university values.

Progress in 2022-23

Stonewall Review

Impact on: Staff and Students
Consultation on the University's Stonewall Diversity Champions programme membership was undertaken in 2022. Following this review, the university decided to renew its Stonewall's Diversity Champions programme membership. The university also committed to better utilising its investment in our programme membership, including hosting more workshops with Stonewall to support staff development and growth in supporting the LGBTQIA+ community.

LGBTQIA+ Steering Group

Impact on: Staff and Students
In October 2023, an LGBTQIA+ Steering Group was established to help identify and deliver the university's EDI Priorities. The Steering Group meets every term and draws on a diverse range from the LGBTQIA+ community, including Network Chairs and staff representatives, following an open call out for members. Staff members have been asked to commit to a 3-year term.

LGBTQIA+ Data Collection

Impact on: Staff and Students
The EDI Team successfully participated in the University's Widening Participation Student Internship scheme. This allowed the team to successfully recruit a dedicated LGBTQIA+ Data Analyst to support the work in exploring the data landscape for the LGBTQIA+ community within the University and sector wide.

LGBT+ History Month

Impact on: Staff and Students
A hybrid LGBT+ History Month event, 'Behind the Rainbow: Demystifying LGBTQIA+' was held on in February 2023. The event aimed to raise awareness (among allies and members of the LGBTQIA+ community) of the specific characteristics within the LGBTQIA+ spectrum, including trans and non-binary identities. The event had a high level of engagement, attracting 25 in-person attendees and 99 people online. In addition to the central event, there was a diverse programme of 13 other events across the university to mark LGBT+ History Month.

Progress Lanyards and Allyship Pledge

Impact on: Staff, Students and Visitors
The university purchased new University of Nottingham-branded lanyards with a progress flag design to demonstrate an ongoing commitment to inclusivity of the LGBTQIA+ community. The

lanyards have been distributed to staff via a partnership with our LGBTQIA+ Staff Network and those organising and attending LGBTQIA+ events. To receive a lanyard staff are required to sign up to a new allyship pledge. The pledge asks staff to:

- Speak out against hate speech and discrimination against LGBTQIA+ people.
- Commit to an ongoing process of learning how to be an ally, including by listening to LGBTQIA+ people's lived experiences.
- Help to create a safe and inclusive environment within their team/department/area.

By the end of the academic year, over 800 lanyards had been distributed.

Rainbow Crossings

Impact on: Staff, Students and Visitors

New progress flag crossings have been painted at Sutton Bonnington and Jubilee campuses to celebrate and demonstrate inclusion by the university for everyone in the LGBTQIA+ community. A new crossing will also be added to the new Castle Meadow campus, and a new crossing at Kings Meadow is under discussion. The crossing outside Portland Building on University Park campus will be refreshed with the progress flag design for 2023/2024 academic year.

LGBTQIA+ Training

Impact on: Staff and Students

Utilising university-based expertise, LGBTQIA+ focussed training, titled *Introduction to Orientation and Gender Diversity* has been delivered to 12 teams and units across the University. The training has been offered to introduce terminology, increase awareness of inequalities and LGBTIQA+ phobias, and what support is available to the community. The workshop ends with an active allyship pledge – translating what attendees have learnt into practice. The feedback from the workshops has been incredibly positive, with attendees across the 12 sessions scoring an average of 4.8 out of 5 for the workshop, the knowledge of the facilitator, and that they would personally recommend the workshop to other colleagues.

In addition, Registrars and Academic Affairs also undertook Trans Inclusion Training from Stonewall in March 2023. Again, the feedback has been positive and the university will look to engage with the training opportunities delivered by Stonewall.

LGBTQIA+ Staff Network

The establishment of the EDI themes created, for the first time at the University of Nottingham, a strategic opportunity for the LGBTQIA+ community to bring their lived experiences to shape the EDI work at the university. The Co-Chairs of the LGBTQIA+ Staff Network are part of the LGBTQIA+ Steering Group and the Intersectionality and Inclusion Oversight Group. Whilst there were differing views on the Stonewall Review, the research and findings have helped to shape the work the institute needs to focus on in the LGBTQIA+ space and the strategic direction the university wants to take in partnership with the LGBTQIA+ Staff Network.

The visibility of the LGBTQIA+ Staff Network has also continued to increase its membership from 115 in 2021/22 to 178 in 2022/23. As a result of the increase in membership the group are looking to expand Co-Chair responsibilities, so there is a wider representation of voices and experiences involved in the network. In February 2023, along with the External Relations Team, the network filmed a video on Coming Out Stories about students' experiences of coming out whilst at the University of Nottingham (as of November 2023, the video has had 5,746 views).

LGBTQIA+ Plans for 2023/24

After successfully completing the EDI Priority on Stonewall Review, the LGBTQIA+ has a new priority for 2023/24:

**Our Commitment: (3.3) Review the resources available to support LGBTQIA+ members of UoN**
We will explore what support and resources are currently available at the university, and how these are used, to identify any gaps or barriers that may prevent members of the LGBTQIA+ community from feeling fully supported.

The LGBTQIA+ Steering Group will also continue to work towards this existing EDI Priority:

(2.4) LGBTQIA+ data collection and analysis
We will explore and analyse the data that is currently available across the university, the HEI sector and nationally to inform future KPIs and improve LGBTQIA+ representation and inclusion.
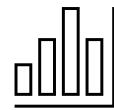
For more information on any LGBTQIA+ work, please contact:
Doug Little, Head of Equality, Diversity and Inclusion Managers, and Development Lead for Student and Campus Life, and Chair of the LGBTQIA+ Steering Group
doug.little@nottingham.ac.uk

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

Wellbeing Steering Group

Impact on: Staff and Students
The Wellbeing Steering Group was established in February 2022. The Steering Group initially focused on the university wellbeing gap analysis aligning actions with the EDI Wellbeing Priorities. In addition, the Steering Group reviewed the Student Wellbeing Strategy to understand how this could inform and align with the staff wellbeing strategy. The group highlighted key themes for the strategy and gaps to be addressed in the staff delivery plan.

Staff wellbeing is a key element of the People and Culture Strategy and the steering group will be instrumental in informing our new wellbeing strategy in 2023-24. The expertise the group offer will also support our University Mental Health Charter application.

2022/23 has also seen us continue to collaborate across the staff and student spaces to work together in a more strategic way to the benefit of the wellbeing of our whole university community. The steering group will continue to support this into 2024/25.

Wellbeing Resources: Staff Communication

Impact on: Staff
A key priority (EDI Priority 3.1) stated that we will ensure that staff are aware of wellbeing resources and know how to access them when they need them. Over the last year a wellbeing communications plan has been developed which has included creating a staff wellbeing newsletter, Wellbeing Hub, SharePoint news site and updating the university webpages.

The newsletter is a quarterly publication and has reached, on average, just under 600 colleagues per edition and focusses on awareness raising articles that shine a spotlight on connected resources, such as Talk Money week in November 2022 where resources supporting financial wellbeing were highlighted.

Reacting to need by sharing bespoke resources to support in specific circumstances has also been a feature of our staff communications, e.g. for International Women's Day, Mental Health Awareness Week and the response to the tragic loss of our students Grace and Barney in June 2023. Also supporting with local requests for signposting and awareness raising presentations.

In addition, a Wellbeing Network Guide was created to raise awareness of wellbeing resources available, please see the Wellbeing Network Sway This was circulated to all Staff Networks.

In The People and Culture survey of May 2023 65% of colleagues responded favourably to the question "I know where to access the support I need to proactively manage my mental health and wellbeing" indicating that our commitment to raising awareness of available support and resources is having impact.

Wellbeing Resources and Training: MyMynd

Impact on: Staff
Since March 2023, MyMynd, an online wellbeing support platform with in-person responder advice, has been piloted to support Estates and Facilities colleagues. 34% of colleagues have taken the assessment which provides individuals with an insight into their wellbeing and targeted support tools, 56% have engaged in MyMynd resources (as of 26 September 2023). Using the broader insights into wellbeing themes MyMynd have also offered a number of bespoke workshops to support at a team level.

MyMynd have also supported on a university-wide series of Leading Mental Health and Wellbeing at work workshops, which have attracted 300+ line managers to attend the sessions to date. 91% of those Managers have rated the sessions 9 out of 10 and positive feedback was received, examples of which are outlined below:

> "It's great, very informative and thought provoking, I think we can all learn to do things in a different way, treat each other better, we just need to start the conversations. Helps to know we're not alone, everyone struggles sometimes, there are lots of resources to use and share with our teams, so thank you."

> "I was initially sceptical, thinking 'what's going to be different about this workshop'. However (for the first time), I've come away with things that I'm confident will make a difference for myself AND my team"

> Thank you thank you [presenter] and UoN HR. I'm still buzzing an hour later! I've already put the techniques to use with a colleague and it made it so much easier. Honestly, I think this should be compulsory for all Managers."

Wellbeing Resources: Mental Health First Aiders (MHFAs)

Impact on: Staff and Students
During the last academic year, a review was undertaken on the MHFA roles across the university with a view to creating a flow chart on how to deal with and signpost staff in difficulty. The MHFA SharePoint site has been updated to include support for MHFAs and new signposting guidance.

Wellbeing Resources: Wellbeing Activities and Events

Impact on: Staff and Students
During Mental Health Awareness week, w/c 15 May 2023, a photographic exhibition was held on *What mental health means to me,* which aimed to raise awareness on Mental Health wellbeing.

Staff and students were invited to submit their photographs. There was a total of 47 submissions (36 staff and 11 students), all of which were exhibited in the Monica Partridge Atrium. The Wellbeing Photography Exhibition

All entries can be seen here: What mental health means to be: Exhibition May 2023

Figure 13: Staff photograph from What mental health means to me exhibition, May 2023
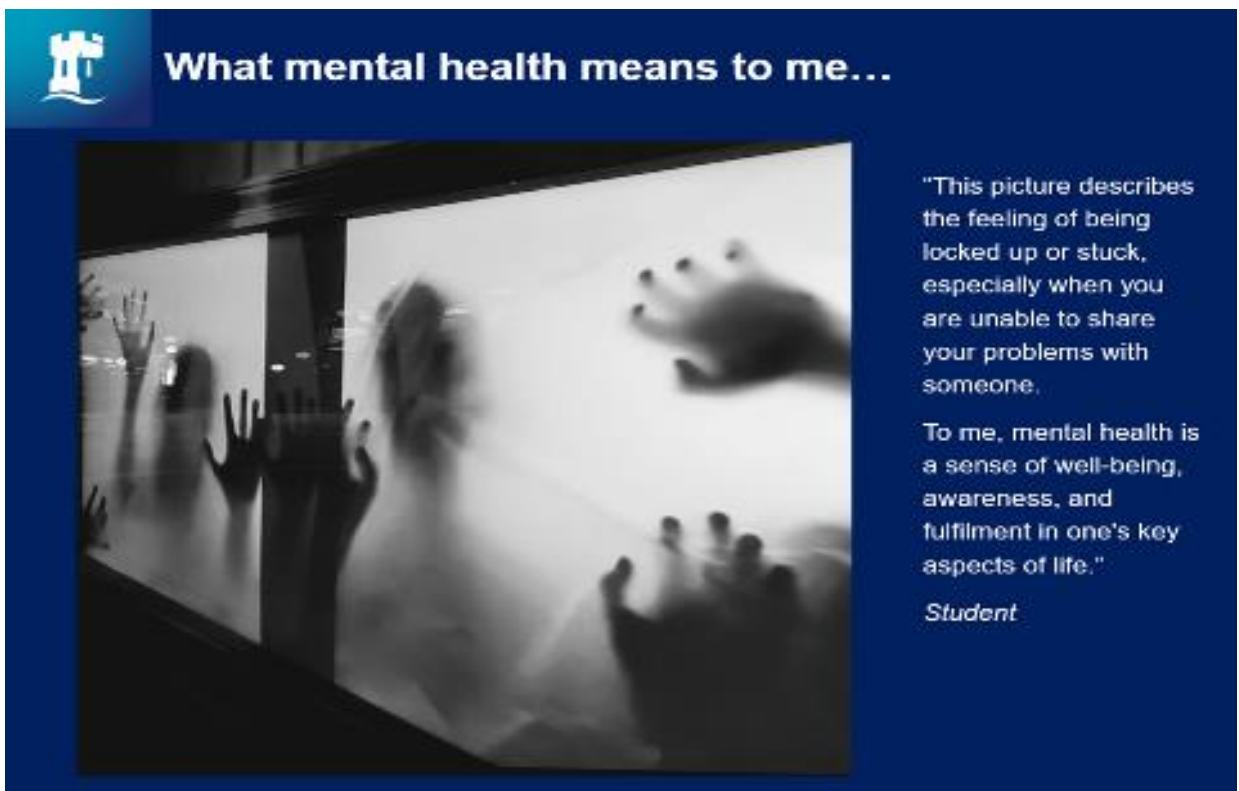

Figure 14: Student photograph from What Mental health means to me exhibition, May 2023

Initial feedback has indicated that the exhibition was well received, please see some of the comments below:

'I love learning the insights from all the entries about what mental health means to them.'

'The exhibition is a good idea and in particular the virtual element for people who may be unable to view the original photos in Monica Partridge'.

'I found the photographs and words extremely powerful and very moving. It was positive to see students and staff displayed side by side sharing their experiences and thoughts.'

'It was an excellent idea and very inspirational and empowering to hear the personal thoughts of others around mental wellbeing.'

'I really enjoyed it and glad I made the effort to go. I didn't know what to expect but really enjoyed taking some time out to read what mental health means to other people and some of the photographs made me laugh out loud.'

The university is currently looking for a permanent space for the photographs to be exhibited.

In addition, during Mental Health Awareness Week there was targeted communications at raising awareness of the wellbeing resources available to staff, through the SharePoint site, Campus News, the Staff Wellbeing Newsletter and Katherine Linehan's blog.

Wellbeing Resources: Inclusive meeting and events guidance

Impact on: Staff

The guidance aims to support the wellbeing of all meeting attendees and now includes some specific guidance to support our neurodivergent staff during meetings. Creating the resource has highlighted that there is a proliferation of resources across the university for inclusive meetings. The Inclusive meeting guidance has been updated on the EDI in Practice SharePoint as a resource for staff. This guidance also includes neurodivergence and accessibility resources and guidance.

Wellbeing support guide for Networks

Impact on: Staff

Responding to a need to centralise information on wellbeing services for staff at the university a Wellbeing Sway Guide has been created. Initially developed for the Staff Networks use as a guide to signpost staff to the different support options available at the university, it has been more widely used by staff, teams and managers. The guide provides information on networks, resources, policies and practical guidance to managing wellbeing at work.

Wellbeing role survey

Impact on: Staff

This was created to determine what wellbeing roles departments/faculties had across the university. To give a clear direction on what the main issues were with regards to being aware of wellbeing roles and resources. It was also to understand the main barrier in accessing wellbeing resources. In total we had 70 responses. The key summary from the survey was that a quarter were aware of MHFA but unsure what they really do and who they were. In addition, more than half the respondents mentioned workload, time and stress as the key barrier to accessing wellbeing support, and in turn they felt this was affecting their wellbeing.

Neurodivergent Staff Network

Membership of the Neurodivergent Staff Network has increased from 96 in 2021/22 to in 2022/23. 126. The Network continues to offer practical support, guidance to advice to members as well as giving feedback on projects, initiatives and policies.

Wellbeing Plans for 2023/24

The Wellbeing Steering Group will continue to work towards this priority in 2023/24:

(3.1) Wellbeing resources
We will connect our full student and staff provision for wellbeing to ensure there is a coherent understanding of the resources we offer, and why or how you use them.

For more information on any wellbeing equality work, please contact:
Charlotte Lush, Faculty Director for Equality, Diversity, & Inclusion and People, Wellbeing Co-Theme Lead
charlotte.lush@nottingham.ac.uk

Mosina Susiwala, Equality, Diversity and Inclusion Manager, Wellbeing Co-Theme Lead
mosina.susiwala@nottingham.ac.uk

Jo Lambert, Organisational Development Adviser, Wellbeing focused work
jo.lamber@nottingham.ac.uk

EDI Theme: Faith and Religion

Progress in 2022-23

Establishment of the Faith and Religion Steering Group
Impact on: Staff and Students

The Faith and Religion Steering Group was established as part of the EDI governance structure in April 2022. As there had been no formal Faith and Religion group at the university before, the group took time to agree on what the focus and function of the steering group would be, and to allow time for active debate and discussion. This academic year, the group have been more galvanised and have agreed their priorities going forward as:

- Faith and mindfulness spaces
- Freedom of religious expression
- Antisemitism and Islamophobia
- Awarding gap data

The format of the meeting has also changed to give space for both discussion and for members to take a lead on actions.

Faith and mindfulness spaces
Impact on: Staff and Students

The group have been working on understanding the ambition for faith spaces for the whole university by gathering feedback and thoughts from staff and students. The group undertook a consultation paper, which was shared with Estates as well as other key stakeholders, Chaplaincy Advisory Board, Students' Union and other affiliated groups using prayer rooms for their input. The paper went to Estates and Facilities Clinic in April 2023 and the recommendations of the group will be incorporated into future policy.

Freedom of religious expression
Impact on: Staff and Students

Throughout the academic year of 2022/23 the Steering Group were preparing for the new Human Rights Bill (pulled in June 2023) and Freedom of Speech Bill The aim is to address the tensions between groups with conflicting views, so that they can still be consistent within university Equality, Diversity and Inclusion policies. For 2023/24 the group would like to work towards being included in the consultation process for draft policies involving freedom of speech.

Members of the Faith and Religion Steering Group met with EDI Management and Leadership colleagues to discuss freedom of religious expression at University of Nottingham and how this might be positively promoted. This was a very positive and productive listening exercise that allowed for an open conversation exploring challenges experienced by some members of staff for whom religion was an important factor of identity. This resulted in co-authorship of a blog hosted on central communication channels highlighting the importance of faith and religion in many colleagues' lives. The blog also promoted the new Faith and Religion Steering Group in detailing that:

> We also have a staff Faith and Religion group which focuses on issues such as faith and mindfulness spaces; freedom of religious expression; and anti-Semitism and Islamophobia. It is vital that we protect all members of our community from any form of hatred and discrimination.

A message that is clearly asserted in the [hate crime micro-course](#) we are asking all new undergraduate students to complete this term.

The University of Nottingham is committed to ensuring we do everything we can to provide a safe and supportive environment for everyone. Our campuses are inclusive places but, as with any community, issues can arise. If you or someone you know has experienced or witnessed an incident of any kind, you can tell us anonymously or ask to speak to an advisor using our [Report and Support](#) tool. This is open to students and staff. Speaking to an advisor does not mean that you are making a formal report to the university, it is to enable you to access the support you need to make an informed decision

Figure 15: Faith and religion at the university blog, published on 5 December 2022

The blog was shared with the Faith and Religion Steering Group and with the university community. The Steering Group were happy to have had the chance to contribute their thoughts and to have these listened to and acknowledged.

Antisemitism and Islamophobia
Impact on: Staff and Students

A working group has been set up to look at how to build trust and work collectively with the Jewish and Muslim communities to ensure staff, students and visitors feel able to report any incidents of Antisemitism and Islamophobia on campus via Report and Support. Lord Mann's All Party Parliamentary Group have highlighted the university as one of good practice in supporting Jewish students. Their most recent [Good Practice Guide](#) lists various good practice in the University of Nottingham's work including stakeholder engagement, antisemitism education, religious observance, and shared external speaker processes with our Student Union.

A member of the steering group attended the *Holocaust Educational Trust - Lessons from Auschwitz Universities Auschwitz programme*. Following the visit, presentations have been given to the university community, and a list of recommendations have been made to the university and Chaplaincy.

Awarding Gap Data
Impact on: Students

The Steering Group have been reviewing data that is currently available on the awarding gap between students of no religion and those from faith groups. Following on from this, work has been happening at Nottingham Trent University to analyse possible correlations between Faith and Religion and degree awarding gaps. The University of Nottingham and the steering group will continue to review this data.

A Chaplaincy/Faith Support Student Survey finding

Impact on: Students

In 2020, the results of the winter faith and belief survey demonstrated that only a quarter of students were fully aware of the Chaplaincy services at the University of Nottingham. Many respondents felt neutrally about the Chaplaincy and faith support available. However, respondents who were aware of available faith support were more satisfied with social opportunities, facilities and resources available for religious practice, and overall support. In response, a second survey was commissioned to understand awareness of available Chaplaincy services, and how these were being interacted with by students. The second survey was open to students of any or no faith. In total there were 63 respondents, in contrast with the 450 who completed the winter survey. Just under half of the participants identified as Christian (30), 10 were Muslim, and 5 were Hindu. Around one third of respondents identified as not heterosexual and/or LGBTQ+.

Faith and Religion Plans 2023/24

The Faith and Religion Steering Group will continue to develop their priorities, as well as contribution to the following EDI Priority:

> **(3.4) Understanding and learning from the lived experiences of our university community**
>
> We will create opportunities to listen, hear and understand the valuable lived experiences of our staff and students. We will use this knowledge to make changes to the way we do things so that we can become truly inclusive and that all members of our university community feel a sense of belonging. In addition to the EDI Themed areas of disability, gender, LGBTQIA+, race and wellbeing, we will also learn from the sharing of lived experiences impacted by age, caring responsibilities, socioeconomic status and background, religion, faith, belief or non-belief and where the intersections of these can compound inequalities.

For more information on any faith and belief equality work, please contact:

Mosina Susiwala, Equality, Diversity and Inclusion Manager, Faith and Belief Co-Theme Lead
mosina.susiwala@nottingham.ac.uk

Laura Henderson, Multi-Faith Services Manager
laura.henderson@nottingham.ac.uk

EDI Plans for 2023/24

The Annual Report has provided an update on the University of Nottingham's EDI progress in 2022/23, but has also pointed towards the university's direction of travel with the EDI Priorities for 2023/24. Below (see Figure 16) is the one-page summary of our EDI Priorities for 2023/24, which shows a clear link to our People and Culture Strategy. The one-page summary in 2022/23 proved to be a popular tool to simplify, standardise and share the University of Nottingham's EDI Thematic aspirations in a way that engaged teams and individuals. The one-pager approach moved away from lengthy strategic documents and action plans that were only read by a few individuals in the organisation, to a document that is shared and displayed in offices and key locations across the different UK campuses.

Priority Area 1: Diversification of the Workforce and Career Development remains unchanged, because this is the single most important way that the university will achieve true inclusivity by design. As a university campus and as an employer we must genuinely reflect our local and global community. 2022/23 has seen significant work in this Priority area, but more continues to be done in this space and it is likely that this Priority will remain unchanged in the coming years.

Priority Area 2: Awareness raising and education, has seen some changes for 2023/24, as the thematic work in 2022/23 enabled the Priority Actions to be refocused and become more specific. This is especially the case with the promise to deliver an Institutional Disability Equality Action Plan by the end of 2023/24. In addition, following the implementation of the on-boarding module (cultural humility module) in 2022/23, there is a stronger commitment to explore antiracist training across the university.

Priority Area 3: Support, the completion of the Stonewall Review in 2022/23, created the opportunity for a new Priority Action, which will focus on reviewing the resources available to support LGBTQIA+ members at the University of Nottingham. Finally, there is a new EDI Priority Action around understanding and learning from the lived experiences of our university community. This has been created to facilitate open conversations in teams and with colleagues, on a wide range of topics, and as a mechanism and structure to hear and learn from the lived experiences of those who may not previously have engaged with EDI at the university.

Figure 16: EDI Priorities for 2023/24 – one-pager