



# Race Equality Charter (REC)

AdvanceHE

Member 21-22



## What is the Race Equality Charter (REC)?

[AdvanceHE's Race Equality Charter](#) provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of BAME (Black, Asian and Minority Ethnic) staff and students.\*

## Why is it important to the University of Nottingham?

The university is committed to becoming an anti-racist institution. A place where BAME students and staff can invest their trust in a community where they can thrive, feel like they belong and have the opportunities to succeed.

## What does this actually mean?

At every level of the university, each Faculty, School, Department and all Senior Management Teams have committed to actions that have been developed by listening to our BAME staff and students. This means that we can deliver real cultural change.

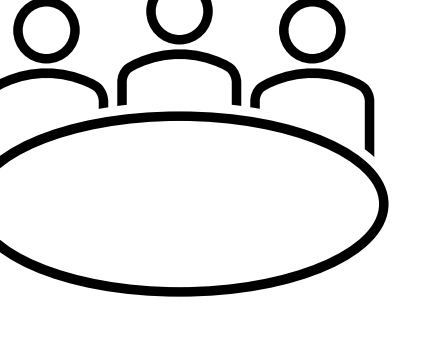
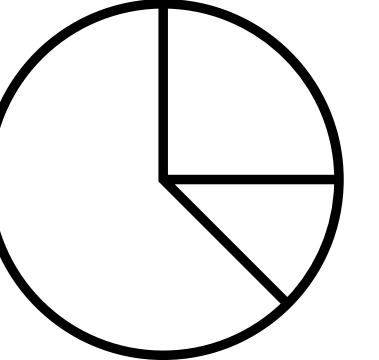
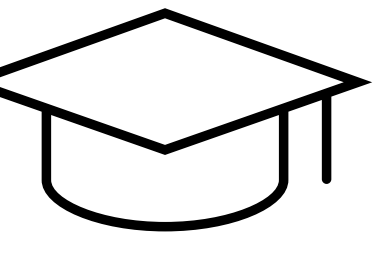

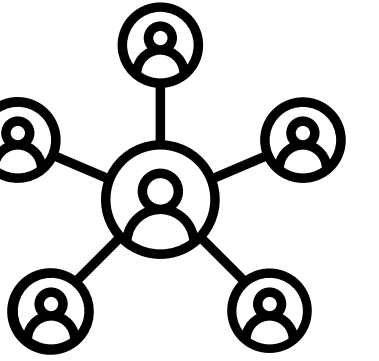

## How will this happen?

We have five years to show significant improvement in the following key areas:

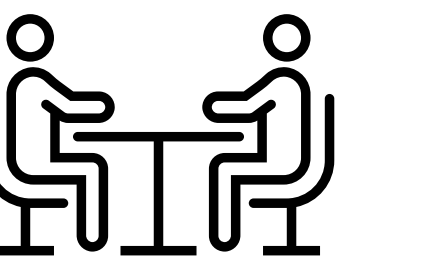
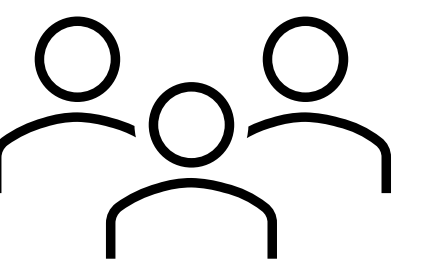
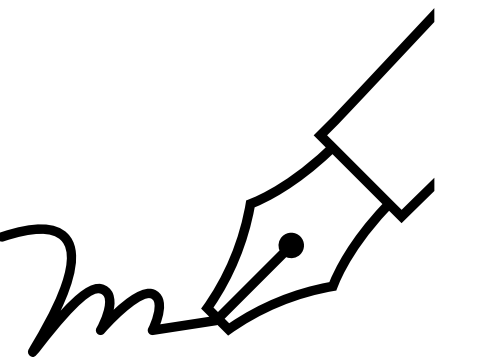
- 1 Strong Leadership**  
Our leaders will lead by example. 
- 2 Getting the evidence and analysing the data**  
We will improve our data to inform decisions. 
- 3 Having conversations about race and changing culture**  
We will have open, meaningful and constructive conversations about race, racism, and the causes of racism and the solutions for addressing and eliminating racism. 
- 4 Developing racially diverse and inclusive environment**  
We want to create an environment for all BAME students and staff to have a sense of belonging. 
- 5 Understanding what works**  
We will share good practice in what makes tangible change in the institution. 

## Key Activities in 2021/22

We have:

- 1 Established a Bronze REC Implementation Group**   
Co-chaired by a member of the University Executive Board, and a staff member the group will monitor the [Bronze REC Action Plan](#).
- 2 Set institutional and local KPIs**   
Key Performance Indicators have been set at an institutional and local level to monitor and report on BAME staff and student data.
- 3 Appointed a Degree Awarding Gap Lead**   
We will eliminate the degree awarding gap for BAME students with a number of key initiatives including the appointment of a Degree Awarding Gap Lead.
- 4 Hired extra HR capacity and appointed a Student On-Boarding Lead**   
This will give HR capacity to focus on HR actions in the REC Action Plan. We have also appointed an academic lead to focus on student on-boarding to ensure that students have equality, diversity and inclusion awareness when they join the university community.
- 5 Agreed to adopt a thematic approach to Equality, Diversity and Inclusion**   
A thematic approach to equality, diversity and inclusion will allow a focus on intersectionality. This includes a race equality theme, which focuses on actions that are part of REC Action Plan as well as other activities that are happening across the university.
- 6 Funded REC projects**   
Through the [Sphere Programme Board](#) we have funded five projects across the university, including an exhibition celebrating hair and head coverings and a project focused on what should we teach about ethnicity in pharmacology among others.

## In 2022/23

- 1 Reward and recognition**   
Our aim is to improve the ADC experience for all staff so that EDI forms part of the discussion. However, we specifically want to understand, improve and monitor the ADC experience for BAME staff, and to encourage recognition through [Nottingham Reward Scheme](#).
- 2 Career progression**   
Through a number of targeted initiatives such as: mentoring, training and development, promotional workshops within faculties, and work with the [BAME Staff Network](#), we are committed to improve the number of BAME staff in senior roles at the university.
- 3 Inclusive recruitment**   
As part of our broader EDI Priorities for 2022/23 we will focus on the diversification of the workforce and career development to improve opportunities for BAME candidates and staff.