



UNIVERSITY OF THE  
WEST of SCOTLAND

UWS

**Equality, Diversity &  
Inclusivity Committee**

May 2019–2020

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# Introduction

The Equality, Diversity and Inclusivity (EDI) Committee is responsible for supporting the strategic direction and monitoring inclusivity in the University. The EDI Committee ensures inclusivity policies and practices are being managed and implemented effectively at all levels of the University.

During 2019-20 the EDI Committee reviewed its terms of reference, membership, and role of inclusivity champion (see Appendix 1). The EDI Committee also reviewed EDI working groups and staff networks in relation to their role within the EDI Committee. This allowed working groups and staff networks to have increased support and the EDI Committee to have strategic overview to effectively progress the main streaming of equality within UWS.

This report provides a summary of the work supported by the Equality, Diversity and Inclusivity Committee during 2019-20.

## Notable highlights include:

- Significant progress made in engaging staff in equality training and development to ensure staff are equipped with the skills they need to mainstream equality into practice.
- Key policies and procedures reviewed and refreshed to reflect current best practice
- Development of a Women's Staff Network – HighER to empower female leaders.
- Key external partnerships developed in order to further develop our capacity to advance equality in the communities that we serve.
- Key equality dates recognised through a range of events and activities to raise awareness and promote understanding of equality and diversity issues.



# Staff Training and Development

Staff training and development is fundamental to ensuring staff are equipped with the necessary skills and knowledge they need in order to mainstream equality into operational practice. Therefore, supporting the uptake of training was a key action for the EDI Committee.

In addition to the above, People and Organisational Development now have an enhanced suite of online equality training ready to be rolled out in the new academic year. This training includes awareness and understanding across a range of topics such as equality impact assessment, trans inclusion, race equality and discrimination. The EDI Committee will support the roll out and engagement of this work moving forward.

## Embedding Equality into Leadership Development Programmes

The EDI Consultant developed new equality and diversity training materials as part of the Women's Leadership and Development Programme and the Leadership Development programme to ensure that leaders and managers understand the impact of inequality and can make use of tools and strategies to improve fairness in planning and leadership responsibilities to ensure all staff reach their potential. The following modules were delivered as part of both programmes

- Unconscious bias
- Equality impact assessment

In addition, the EDI Consultant developed training materials and delivered to staff who were involved in the Research Excellence Framework (REF). This training focussed on equality considerations in the REF covering such areas as equality metrics from REF 2014, discrimination, individual circumstances and unconscious bias. Staff involved in the REF were also expected to have completed the

online training mentioned above before attending this additional bespoke training.

## Wider Equalities Training and Development

The EDI Consultant also supported a number of wider equalities training across the academic year with support from EDI Committee members.

### Equality, Diversity and Inclusion Online Training

Title	2018-19	2019-20	% increase	Total 2018-20
Inclusion Essentials	-	205 staff	training promoted 2019	205
Unconscious Bias	168	224 staff	75%	392

### Embedding Equality into Leadership Development Programmes

Training Programme (2019-20)	Completed
Women's Leadership and Development Programme	32 staff
Leadership Development Programme	35 staff
Research in Excellence Framework	42 staff

### Wider Equalities Training and Development

Training Programme (2019-20)	Completed
Gender based violence first responder training	48 staff
LGBT+ Equality	35 staff
Dementia Awareness	57 staff

# Policies and Procedures

Key equality policies and procedures were reviewed and further developed to ensure that robust processes were in place to support the main streaming of equality within UWS. The following were developed as a result:

- Equality, Diversity and Human Rights Code
- Trans Inclusion Guidance
- Equality Impact Assessment Toolkit

The above are in draft format and ready to go through the approvals process from June 2020.

# Covid-19 and Equality

The EDI Committee recognise that individuals with particular protected characteristics may be disproportionately impacted by the current pandemic. Members of the EDI Committee involved in Covid-19 support for staff and students have ensured that they are considering equality in their responses.

For example, the Equally Safe in Higher Education Group have been developing and sharing information of gender-based violence support services for staff and students across all social media platforms and through the UWS Corona virus Daily Updates to ensure we reach out to our community at this time.

The EDI Consultant has been liaising with our staff Networks (BME, Liberty and HigHER). This has included sending on guidance and information for staff around specific support offered to e.g. BME staff. Staff networks have also been reaching out to members to provide peer support and understanding.

Student Services and the Student Union have also been reaching out to staff and providing support where possible.

The EDI Consultant and Student Services has also reviewed the Corona virus Update web advice and made recommendations to ensure that this is accessible to students and staff with additional support needs.

The EDI Committee are also working to progress a new equality impact procedure so that staff will be supported currently and in their planning moving forward. It is expected that in addition to the protected characteristics, UWS will also require to be cognisant around solutions to tackle digital poverty and accessibility as this may impact on student outcomes and staff skills to deliver effective learning, teaching and assessment online. In addition, the longer-term impact of Covid-19 on staff promotion and career progression, student outcomes especially in relation to gender, disability and BME staff and students requires consideration.

UWS are due to refresh outcomes for April 2021 so there is an opportunity to embed measures to help mitigate some of the expected negative impacts for groups who are particularly impacted. The EDI Committee will take a central role in supporting this work.

# Equality Outcome 1

The following information summarises progress relating to UWS Equality Outcomes. Equality Outcomes were set in 2015 and are reviewed and reported on every two years. Covid-19 may impact on the progress and the specific charter deadlines UWS currently have but this will be taken into consideration in future planning.

## **'Black and Minority Ethnic (BME) staff and students are engaged and supported through active participation'**

The EDI Committee continues to make progress in this area and works in partnership with the BME Staff Network, the Students Union and the Liberation Officers. The EDI Committee membership was refreshed to include staff who Chair each staff network and also include the Student President, Vice President and Liberation staff. In addition, the EDI Consultant is also represented on the Student Equality Group and can address issues as they occur or bring to the committee for further discussion as required. The EDI Consultant has developed new partnerships with third sector organisations to ensure UWS are reaching out to the communities that they serve, new working partnerships include Dumfries and Galloway Multi Cultural Centre, Polonez, Refugee Council,

Pachedu, Interfaith Scotland and Engage Renfrewshire to name but a few.

The EDI Consultant is also represented on multi agency equality groups in Ayrshire, Dumfries and Galloway and Renfrewshire. Members of these groups are from the local authority, police, fire service, NHS as well as third sector organisations. This allows the EDI Committee to draw on knowledge and practice from across the sector.

Further, both the EDI Consultant and the Student President are active members of the national Scottish Race Equality Network. The intersectionality of identities is also considered throughout actions across all equality outcomes and protected characteristics.

### **Key Highlights**

The BME staff network with support from EDI Committee members ran a successful partnership event during Black History Month, Student Union, Police Scotland and Ayrshire Equality Partnership at Ayr Campus. This event was attended by a range of community representatives and local authority elected members. The keynote presentations included Chief Superintendent Faroque Hussein,

the highest ranking BME Police Officer in Scotland as well as academic colleagues, covering topics such as leadership, education and social justice. This was also supported by Joanne Maguire, Executive Director of Human Resources, People and Organisational Development. In addition, UWS hosted the national Scottish Race Equality Network and invited colleagues from across Scotland to our Paisley Campus. UWS are active participants in the network, and this ensures practice can be shared across the sector.

Further, the EDI Committee has responded to the Equality and Human Rights Commission (EHRC) Report, Tackling Racism in University: Universities Challenged. A working group has been developed to take forward actions. The working group are able to draw on the expertise of Khadija Mohammed, Senior Lecturer; Nighet Riaz, Associate Lecturer and Franklin Jacob, Student President and National Black Students Officer. These individuals are also leading on race equality work at a national level so this will place UWS in a strong position moving forward.

### Further Development

The EDI Committee have currently responded to the EHRC Report, Tackling Racism in University: Universities Challenged and have developed an action plan and working group to ensure we address measures to keep our community safe and supported. Although there is a firm foundation, it is recognised that this work needs further action and resource. In addition, EDI Committee members are working on efforts to provide a firm foundation to begin the Race Equality Charter journey planned from April 2021 but recognise that Covid-19 may impact on these previously agreed plans.



# Equality Outcome 2

## **'We will improve our diversity disclosure rates in order to support staff and reflect the diverse workforce of UWS'**

Work to improve disclosure rates continues. Our #datamatters campaign was suspended prematurely due to Covid-19 but all promotional materials are ready for launch once the timing is more appropriate.

The ability to draw on accurate equality data is key to the majority of plans, policies and projects. This is a key feature of our UWS planning, such as:

- Outcome agreement
- Equality Impact Assessments
- Rebalancing project
- Research in Excellence Framework
- Gender Action Plan
- Athena Swan Charter
- British Sign Language Plan

### **Key Highlights**

Equality data fields in iTrent were updated to reflect current guidance. This required consultation around sensitivities and input from iTrent specialists as some fields and headings were not easily amended.

### **Further Development**

This is an area that requires refreshed focus. A further developed equalities dashboard is in the early planning stages. It is fundamental that current equality data is accessible and that this is available for equality analysis across UWS.





# Equality Outcome 3

## 'UWS is an inclusive employer and supports all LGBT+ staff in the workplace'

UWS now have a well-established LGBT+ Staff Network (UWS Liberty) as well as an active Stonewall Workplace Equality Index (WEI) Working Group. These groups have raised the profile of LGBT+ within UWS and there have been a range of events, training and activities across the academic year to raise awareness and understanding of LGBT+ identities.

### Key Highlights

EDI Committee members supported a successful campaign during LGBT+ History Month with UWS Liberty and the Student's Union. This included a month long social media campaign, LGBT+ book displays in the HUB and libraries, rainbow cakes in refectory areas, rainbow lights (Ayr Campus), Meet and Greet events ( Lanarkshire, Paisley and Ayr), rainbow captain arm bands worn for sporting events and launch of our Allies programme with 100+ staff and 'student allies' signing up.

UWS Liberty, the network for LGBT+ staff and allies, has arranged a number of activities over the last year to raise awareness and understanding on LGBT+ issues. Members of Liberty have also been actively involved in the Stonewall Workplace Equality Index working group and preparation of the application for submission to this scheme. This work is still ongoing at the time of writing.

Liberty worked with the LGBT+ Student Society at Student Union to organise a walking group for the Glasgow Mardi Gla festival. Around 20 students, staff, friends and family took part in the parade and attended the festival together afterwards.

The Liberty logo was displayed on staff T-shirts and alongside the student logo on a banner that was carried through Glasgow increasing visibility of the network and demonstrating our ongoing commitment to collaborate with the student society. Collaboration with the student society also ensured that there was a UWS presence at other "Pride" events around Scotland.

### Further Development

UWS are currently working on the Stonewall Workplace Equality Index. The final submission is due November 2020, but this timeline is under review by Stonewall. This work is being supported by the EDI Committee.

Trans Inclusion guidance has been drafted and should progress through the approval process. Once approved this will require communication and training for staff.



# Equality Outcome 4

## 'The University is committed to improving gender balance by promoting participation in all areas of UWS'

UWS gender equality work is wide reaching and involves, reporting on the gender pay gap, gender action plan, equally safe in higher education toolkit, Athena Swan, Public Sector Equality Duty and Research in Excellence Framework. This work is summarised below.

### Key Highlights

A key highlight in relation to progressing gender equality was the development of the Women's Leadership and Development training. Staff completing this training were given a final task to organise a women's staff network and launch event.

The UWS HigHER Network launched on the 22nd January 2020 with 48 staff in attendance. Their mission is to ensure women within Higher Education, specifically in UWS, are personally developed in their chosen careers, supported in their personal development and encouraged to strive further in their career progression should they wish to. They aim to support women to contribute within UWS, encourage lifelong learning and ultimately attain leadership

roles. They aim to nurture and support a greater diversity in leadership within higher education. This event was opened by Joanne Maguire, Executive Director of HR and People and OD who shared her own leadership journey. The event was also supported Marla Baird, EDI Consultant who led a session on using the tool of vision boarding to reach higher.

In addition, the EDI Consultant, Student Engagement, Student Union and Inspiring Women joined forces to celebrate 'Women in Sport Week' a diversity of females wrote blog posts to encourage others to get into sport, this included high profile individuals such as, Dee Bradbury, Vicky Gumley and Aileen Neilson as well as students and staff across the University.

There have also been several key highlights that are detailed below by the working groups who have contributed to this report.

### Gender Pay Gap

The University calculates its gender pay gap on an annual basis and conducts regular equal pay reviews to ensure that all staff are paid fairly and equitably.

The current gender pay gap for the University is 14.39% (2019). This represents a

2.61% reduction since 2017 and a reduction of 7.61% since 2012. This is clearly a positive trajectory and the University remains committed to further reductions through development and implementation of action plans.

A further update will be required for 2020 especially in light of rebalancing.

### Gender Action Plan

An updated UWS Gender Action Plan is being developed following the publication of the Scottish Funding Council's guidance to institutions in January. However, in response to Covid-19, the Scottish Funding Council (SFC) have committed to keeping reporting requirements to an absolute minimum during the emergency situation. As a result, they have decided that institutions do not need to submit an updated Gender Action Plan to the previously set deadline of the end of July 2020. The SFC will be in touch with further updates on when the updated plan is to be submitted.

Meanwhile, the University has established a Gender Action Group, with the Programme Management Office helping to take a more integrated approach to gender. The team

will work to streamline various reporting requirements on gender, including the Gender Action Plan, Athena SWAN, Public Sector Equality Duty and the Research in Excellence Framework.

### **Athena Swan**

The Athena SWAN Bronze re-application was submitted in November 2019. Although recognising the positive steps that UWS had taken, with respect to gender balance, the panel requested modifications and the resubmission will now be made in 2021. Supported by Advance HE, a team has now been formed to work on this, headed by the Executive Director of HR, People and Organisational Development, focusing on the April 2021 submission deadline, with some School applications co-ordinated for simultaneous application at that time.

### **UWS Equally Safe in Higher Education Group**

The Equally Safe in Higher Education (ESHE) group continues to grow from strength to strength. They are guided by the Equally Safe in Higher Education toolkit to tackle gender based violence (GBV) on campus. During 2019-20 group membership and reporting structures were reviewed. It was decided that ESHE should move from reporting to the Health and Safety Committee to report to the EDI Committee to streamline and reflect the relationship with progressing gender equality within

the Gender Action Plan, Athena Swan and Equality Outcomes. Equally Safe outcomes are reported within the Gender Action Plan and Athena Swan activities.

Notable highlights were the distribution of 3300 gender-based violence information posters across all university campuses and residences. The ESHE group also organised a partnership event with the Rosey Project in Lanarkshire Campus. This was supported by Christina McKelvie (MSP and Minister for Older People and Equalities). In addition, they supported the development of a Polish GBV information leaflet for Dumfries and Galloway in partnership with UWS colleagues and third sector organisation, Polonez Culture Bridging Group.

### **Further Development**

The University has established a Gender Action Group, with the Programme Management Office helping to take a more integrated approach to gender. The team will work to streamline various reporting requirements on gender, including the Gender Action Plan, Athena SWAN, Public Sector Equality Duty and the Research in Excellence in Research Framework and the Equally Safe in Higher Education Group. The group will consider the short- and longer-term impact on gender equality due to Covid-19 as part of their planning.

The equality outcomes and success measures are due to be refreshed for April 2021 so this might be an opportunity to further refine Key Performance Indicators in this area.



# Equality Outcome 5

**The university is fully inclusive and meets the best practice on inclusive provision and accessibility for staff and students. UWS achieves disability standards by 2020'**

A local alternative to AccessAble was examined as it was felt that this would be more sustainable in the longer term. This is still ongoing and further resource is required to ensure that we progress this equality outcome.

In addition, digital accessibility has become an area of increased focus especially considering Covid-19 and the need for digital accessibility for staff and students.

## Key Highlights

UWS maintained the Disability Confident Employer registration.

The Returners Scheme was promoted. This allows staff who have been off work through illness or pregnancy to access funds to support career development that might have been impacted by this longer-term absence.

The Carer's Fund was introduced and promoted. This fund is for anyone with

caring responsibilities who may require additional support to allow them to attend conferences or other staff development events. The fund will pay for alternative caring support measures to be put in place.

## British Sign Language Plan

Under the terms of the British Sign Language (Scotland) Act 2015, the University was required to develop a [British Sign Language Plan](#) and publish in 2018. The plan outlines the actions UWS will take to ensure that students and staff who have BSL as their first language are supported at UWS. The BSL plan will be revised every six years and our current plan will be reviewed by Deaf Action in Scotland in 2020 to reflect any changes that will demonstrate best practice. This deadline has been suspended for the moment and further guidance is awaited due to Covid-19. This work is ongoing and reviewed by the Committee.

## Accessibility Regulations 2018

Work is ongoing within key departments to progress the accessibility of our websites. Education Futures has provided training for staff to ensure staff understand the regulations and how these can be progressed within each department.

## Corporate Parenting Plan for Care Experienced Students

The UWS Corporate Parenting Steering Group membership has been reviewed and this group has reconvened and updated and evaluated targets set in our Corporate Parenting Plan 2015-2018; the UWS Outcome Agreement and the recommendations made in the Blueprint for Fairness Report (2016) by the Commissioner of Widening Access regarding Care Experienced Students. In addition they have developed their Corporate Parenting Plan for 2018-21.

A newly formed care experienced group has been established at the Student Union. This peer support group has been set up by a group of UWS students and the named contact at UWS is working closely with the group to support and jointly organise events and look at opportunities to support care experienced students.

## Further Development

In addition to AccessAble, further examination and resource for personal care facilities are required as UWS have no area that meets the 'changing places' criteria for personal care on UWS campuses.

In addition, digital accessibility requires resource and priority moving forward in light of Covid-19. Priority also needs to be given to ensure the continuation of our work to meet the Accessibility Regulations 2018 to ensure the website and apps meet accessibility requirements. Websites must be compliant by 23 September 2020 and apps by June 2021.



# Equality, Diversity and Inclusion across UWS

Schools and professional services continue to mainstream equality within their processes. A key activity for academic staff has been to review teaching materials to ensure that they comply with Accessibility 2018 Regulations. Schools and professional services have also highlighted key equality dates across the academic year to raise awareness and understanding of equality issues, for example HUB staff created book displays to recognise Holocaust Memorial Day, LGBT+ History Month and International Women's Day.

Team UWS purchased LGBT+ Captain rainbow arm bands to wear during matches to show support for LGBT+ individuals. They also supported a campaign to encourage females into sport. This included free gym passes, free trials at all sports clubs and a range of blogs from female sports club members.

The School of Education and Social Sciences supported events for Black History Month, LGBT+ History Month and Holocaust Memorial Day. In addition Khadija Mohammed, Senior Lecturer was a finalist in the Gen Analytics Herald Awards in the category of Diversity Hero for her work in mentoring Black, Minority Ethnic (BME) educators to support them to progress within teaching.

The School of Computing, Engineering and Physical Sciences is currently undertaking a self-assessment exercise as part of the application for an Athena SWAN Bronze Award in 2021.

The School are requesting that end of year Module Review Forms, completed by all Module Coordinators include comments on the updates made (where necessary) to meet the Public Sector Accessibility Regulations.

The School are requesting that end of year Programme Annual Reports, completed by all Programme Leaders include analysis of the gender balance for their programmes and for those with a single gender  $\geq 75\%$ , then initiatives or interventions should be suggested.

As part of the School's self-assessment, a review of the uptake of CEPS Staff of EDI-related online training was undertaken in April 2020. A priority for the School is to report on the uptake of this training by School staff on a regular basis.

A priority for the School is to better understand the activities of the staff involved in EDI activities. As part of the solution, the Division of Physical Sciences has created an EDI Co-ordinator. The other two Divisions of

the School will be encouraged to do likewise.

The School of Health and Life Sciences organise activity to promote males into nursing and care roles. In addition they have developed a Carers Academy for Carers who support individuals with dementia and also a Foster Carers Academy for carers who support young people.

Each School is represented at the EDI Committee by an Inclusivity Champion. This role has been redefined and further training is planned to ensure staff are empowered to advance equality initiatives in their areas to support the work of the committee.

# Student Union

The Student Union continues to work hard to reduce barriers and promote equality in all that they do. Some key achievements over the last year include:

- Established the first Student Equalities Committee looking at ways to coordinate activities and improve equality and diversity at UWS and the Student Union
- All staff, including bar staff, received Bystander Training
- All commercial venues have 'Ask for Angela' and Gender Based Violence Support information available for students
- Worked with UWS Equally Safe in Higher Education working group charged with

preventing gender-based violence and promoting gender equality

- Participated in the international 16 Days of Action challenging Gender Based Violence, including supporting the Standing Safe event and promoting the White Ribbon campaign
- Student Union President has been participating in the Scottish Race Equality Network focussing on student groups that will inform future actions
- Student Union president was interviewed by national media following the releasing of the EHRC report on racism across the university sector. They have been working closely with UWS to ensure they are proactive in promoting equality

- The Student Council has passed a number of motions with a focus on improving accessibility and equality, including
- Supporting the White Ribbon Campaign
- Increased Halal food options
- Accessible font and internet sites
- Need for Student Safe Spaces



# Focus of Committee for 2020/2021

- The EDI Committee will engage and seek assurance in the move back to campus after Covid-19 lockdown to ensure equality considerations are reflected in plans.
- The University continues to work toward the achievement of Equality Outcomes and Mainstreaming Action Plan. This year will see a new set of outcomes being developed as well as reporting on progress of the current Equality Outcomes and Mainstreaming plan. A refreshed set of equality outcomes are required every three years as part of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- The promotion and engagement of training will remain a key action for the EDI Committee.
- The Equality Impact Assessment framework will be further developed, and training progressed across UWS.
- The Research in Excellence Framework (REF) submission for 2020 will include equality analysis at all stages and this work will be ongoing during the remainder of 2020.
- Our Athena Swan application will be further progressed with schools also supported to make their individual applications.
- We will submit our application to the Stonewall Workplace Equality Index
- A paper will be submitted to VCEG outlining the plans for a future submission for the Race Equality Charter Mark, what resource is required, sponsorship and funding. A SAT team will be required which will report into the EDI Committee.
- We will monitor accessibility regulations to ensure there is a strategic approach across the university
- We will continue to support staff networks and working groups to promote and mainstream equality within UWS.





# Appendix 1

## Equality, Diversity and Inclusivity Committee

### Terms of Reference

To support strategic and management oversight of equality, diversity and inclusivity for staff and students in the University and to ensure inclusivity policies and practices are being managed and implemented effectively at all levels of the University.

### Membership

Chair	University Secretary
Vice Chair	Appointed from within the membership of the Committee
Ex-officio members	Associate Vice-Principal (Research) or nominee Head of Employee Engagement Head of Student Services or nominee Equality, Diversity and Inclusion Consultant Athena SWAN Institutional Lead Head of Strategic Planning or nominee Head of Campus Services or nominee Assistant Solicitor
Appointed members	One member from each School nominated by the Dean (normally the School's Inclusivity champion) Two Sabbatical officers nominated by Student Union Two Liberation Officers nominated by Student Union
Co-opted	Up to four co-opted members as determined by the Chair
Administrative Support	Appointed by the University Secretary

**Quorum**

The quorum shall be one third of the total membership.

**Remit**

The Equality, Diversity & Inclusivity Committee is a Standing Committee of Senate and may report to Court from time to time.

The remit of the Equality, Diversity & Inclusivity Committee is to:

- Support the University in meeting its legal obligations and more in relation to equality, including reporting and publishing requirements, in particular under the Equality Act 2010 and the related Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012;
- Monitor progress and oversee the on-going review and development of the University's equality outcome and mainstreaming plan, including achievement of Athena SWAN Chartermarks and other aspects of the University Strategy relating to equality & diversity in its broadest sense;
- Stimulate and build good practice and innovation in inclusivity;
- To continue to support the mainstreaming of equality into University structures, systems and processes;
- Champion and review equality impact assessment;
- Promote inclusivity and good practice through communication within the University, at all levels, and externally;
- Review inclusivity governance arrangements and the Committee's own performance and effectiveness;
- Establish short life and ongoing working groups to develop and sustain progress in meeting equality outcomes as required

**Frequency of Meetings**

The Committee shall meet as required to fulfil its remit and normally at least twice per year.

The Committee may consider some business through correspondence.

**Reporting**

The Equality Diversity & Inclusivity Committee will report to the Senate. There may also be regular reports to the Court.

# UWS Inclusivity Champions

The University aims to provide a working and learning environment which is fair, welcoming and inclusive and where staff and students can fulfil their potential. The establishment of Inclusivity Champions in each School/department is an important initiative for the University in support of this aim.

The role of the School/Departmental Inclusivity champion is to:

- Play an active role in championing the University's commitment to equality;
- Influence and inform their School/department;
- Raise awareness of the equality dimension in decision making in their School/department, particularly in relation to equality impact assessment and accessibility;
- Act as a conduit for information on equality initiatives arising from the work of the Equality Diversity and Inclusivity Committee and its Working Groups and networks;
- Celebrate success and developments, encourage good practice and influence cultural change;
- Support equality initiatives, such as Athena Swan;
- To attend training and networking events as necessary; and,
- To be familiar with relevant legislation and policies.



The background is a vibrant, multi-colored splash of paint or ink, transitioning from blue on the left to red in the center, and then to yellow and green on the right. The texture is grainy and speckled, giving it a dynamic, energetic feel. The text is centered and white, providing a sharp contrast against the colorful background.

UNIVERSITY OF THE  
WEST *of* SCOTLAND  
**UWS**

**DREAM.BELIEVE.ACHIEVE.**