# Equality Monitoring Report 2018-2022

## **Foreword from the President & Provost**

A significant thread running through UCL’s Strategic Plan 2022-27 consultation process was the vital importance of UCL not just stating its values but really living them. As a huge, diverse global community, we are in a particularly strong position to foster understanding, relationships and dialogue between disparate groups, especially as this is a place where many people will meet others who think, believe, look and live differently from them for the first time. A central part of that must be an environment in which every member of the community can flourish. This report provides a necessary reminder of why this continues to be such a crucial part of our planning as we develop our roadmap to 2027.

This report is also a testimony to the range of activity taking place across UCL to build a people-led culture with renewed focus on equity, inclusion and diversity. Much of this work is led by our committed EDI team, but there are many staff and students that are giving their time and expertise in order to help create a more inclusive UCL in which everyone can be their whole self without fear of negative repercussions, and I am incredibly grateful to everyone who is part of this work.

## **Overview of EDI at UCL**

This report provides an overview of key developments in the period 2018-22, but the prime focus is on our progress since 2021. The interim actions set out in this report are for delivery by the end of September 2023; progress will be reported in the annual Equality Monitoring Report 2022-23. Consultation on a new EDI Strategy and related actions will begin in 2023-24.

### Leadership and governance

The Equality Diversity and Inclusion Committee, a sub-committee of University Management Committee (UMC), has strategic responsibility for EDI matters, including guiding our approach to external charter mark and recognition schemes. The EDI Committee has a broad and diverse membership, representing all parts of our university. Several equality steering groups – for disability, race, gender and LGBTQ+ - report into the EDI committee. The composition and terms of reference for the Committee were updated as part of a review of the UMC sub-committee structure in 2021-22.

The EDI Committee has previously been chaired by a Pro-Provost (Equity & Inclusion). From February 2023, it has been chaired by the President & Provost to ensure continuity and senior oversight of EDI matters.

The EDI team lead on the delivery of our EDI strategy and associated action plans encompassing both staff and students. Following the approval of the Strategic Plan 2022-27, consultation will begin in 2023 to support the development of a new EDI sub-strategy that will define priorities to 2027. The key responsibilities of the EDI team are to:

* Provide expertise, guidance and data to inform and identify EDI issues;
* Manage EDI projects and initiatives, including several positive action programmes;
* Design and deliver training and development interventions;
* Oversee the Report + Support platform and design interventions to promote positive behaviour and culture change;
* Support equality steering groups for disability; gender; LGBTQ+ and race and a comprehensive range of [equality networks](https://www.ucl.ac.uk/human-resources/staff-equalities-networks);
* Support faculty and department EDI infrastructure, including Vice-Deans (EDI), local EDI committees and practitioners, Department Inclusion Leads, Dignity Advisors, Athena SWAN Self-assessment teams and a network of Fair Recruitment Specialists.

The EDI team priorities for 2022-23 include:

* Leading and supporting (as appropriate) progression of actions set out in published plans for gender, race and disability
* A plan for LGBTQ+ priorities, to be approved in spring 2023
* Additionally, the EDI team are the source of expertise across the range of institutional and local priorities

## Overview of progress from 2018-22

### Leadership and governance

* Since 2021, deliberate steps have been taken to increase diversity (of thought, characteristics, background and experience) on Council and in the senior leadership team. Several quality appointments have been made, transforming representation at senior levels of governance and leadership.
* A review of the executive governance structures – UMC and its sub-committees – aimed to provide better opportunities for a wide pool of staff to be involved in university decision making. Ongoing work to establish a clear plan of business for UMC will allow us to plan more effectively to engage widely through our formal and informal structures to ensure more voices can be heard.
* Following our decision not to renew our participation in Stonewall’s Diversity Champions Programme nor to make a submission to the Workplace Equality Index, we established an additional implementation group to build trust and amplify the work of the LGBTQ+ equality steering group in support of UCL LGBTQ+ community.

By the end of September 2023 we will:

* Build capacity for leadership in EDI through the appointment of a Pro-Provost (Equity and Inclusion) and commence recruitment for a new Director of EDI.

**Led by: Office of the President & Provost, Chief People Officer**

* Establish a timeline for the development of the new EDI strategy.

**Led by: Chief People Officer**

* Scope a review of volunteer EDI roles and responsibilities (note link to planned work on institutional citizenship and workload principles).

**Led by: Chief People Officer**

### Data and reporting

* Comprehensive and accurate data is essential for an evidence-based and targeted approach to EDI challenges and to demonstrate the impact of actions that we take. We have delivered important improvements to our management information infrastructure and data capability; key institutional, faculty and departmental data for staff and students is widely available in [Tableau Dashboards](https://www.ucl.ac.uk/planning-team/data-insight/reports-catalogue).
* We continue to experience certain data collection and quality challenges. Staff declaration of particular characteristics - such as disability declaration, sexuality and gender identity - must be improved. For example, as at 1 October 2022, 17% of staff chose not to declare their ethnicity, up from 8% in 2018. Improvements here will enable more detailed analysis of our progress and targeted action planning.
* Report + Support was launched in 2019 to provide a mechanism for staff and students to report bullying, harassment and sexual misconduct. The information provided through the system has helped us to understand better some of the issues that impact on positive and inclusive culture in our portfolios and departments, and this is now also being shared with faculties. Several proactive interventions have been developed in response, such as the successful Active Bystander training that is delivered by the Students’ Union for students and a growing team of volunteer Dignity Advisers who support staff and students with informal responses to bullying, harassment and sexual misconduct. Further work is needed to understand issues behind reporting and the extent to which some staff are disproportionately represented in the reports; this has been complicated with significant number of staff choosing to withhold some information when submitting reports.

By the end of September 2023 we will:

* Review the data that should be provided annually to UMC and Council as part of the annual report from 2022-23. Commence a review of the data needs of faculties and departments.

**Led by: Chief People Officer, VP Strategy**

* Agree steps to raise awareness of our rationale for collecting staff and student equalities data, demonstrating its positive use within UCL.

**Led by: Chief People Officer**

* Agree a timeline to review Report + Support processes, responses and opportunities to align trend analysis and reporting with annual EDI reporting.

**Led by: Chief People Officer**

### Policy and process

* The Strategic Plan sets out a comprehensive programme of activities and service improvements that are designed to improve the experience of our staff and students. The effective use of customer/stakeholder boards equality impact statements will enable us to assess how different people will be affected by our activities.
* The appointment of a Head of Policy within the Office of General Council will allow us to review and improve our complex policy landscape, ensuring that we are working towards a more inclusive policy framework.

By the end of September 2023 we will:

* Use the UMC business plan to identify consistently where equality impact statements should be conducted.

**Led by: Office of the President & Provost Office, Office of General Counsel, VP Operations**

* Commence a review of UCL policies to help to identify opportunities for them to be more inclusive.

**Led by: Office of General Counsel, Chief People Officer**

* Consider steps – including customer boards - to ensure broad staff representation for system, service, and process changes.

**Led by: VP Operations, VP Strategy**

### Evaluation and recognition

* Our institutional Silver Athena Swan Charter Mark was renewed in 2021 and 49 department awards (including 3 Gold), this demonstrates our continued progress towards gender equality. Through consultation, we have recently achieved the endorsement of Academic Board and subsequently UMC, on the adoption of the revised Athena Swan framework and have agreed dates for all academic departments to apply to the Charter.
* Our Bronze Race Equality Charter Mark was renewed in 2020 and we continue to work to create an environment for greater race equality, with focus on actions to address systemic barriers faced by Black and Minority Ethnic (BAME) staff in recruitment and progression. Deans and PS Directors continue to challenge themselves each year by committing to actions that address specific challenges for their portfolios including a student focus.
* In 2022, we successfully submitted for a University Mental Health Charter Award. The final report noted our excellent practice in student voice and participation and recognised leadership commitment to strategic progress in our institutional management of student and staff mental health.

By the end of September 2023 we will:

* Begin a holistic evaluation of charter and steering group action plans to identify further opportunities to amplify work by alignment with the Strategic Plan and to provide clear line of sight of progress through our governance structures, building awareness of work (and successes) with our community.

**Led by: Chief People Officer**

* Confirm actions and approach to managing the recommendations arising from the University Mental Health Charter Award.

**Led by: Multi-portfolio objective, coordinated through the Office of the President and Provost**

### Training and support

* An improved mandatory training module for staff - Introduction to Equality, Diversity and Inclusion –was piloted successfully in Laws and will be rolled out to the whole community in 2023. It includes content on reasonable adjustments and support for these, an urgent need of staff living with disabilities and managers supporting them. The EDI team plan to develop further training with more specialist content as a next step.
* We have launched improved guidance for supporting staff on reasonable adjustments and a regularly run training sessions to staff with line-management responsibilities with Disabled and Neurodivergent staff to support them with the awareness and implementation of reasonable adjustments.
* A programme manager was recruited to the EDI team to deliver activity set out in the Antisemitism Education Action Plan Committee.

By the end of September 2023 we will:

* Review and recommend improvements to disability related training for staff, including an assessment of roles that should be prioritised to receive this training.

**Led by: Chief People Officer**

### Workforce development

* We continue to prioritise work to understand and address pay gaps and we are required by law to publish relevant data annually. In addition to our annual report on the [gender pay gap](https://www.ucl.ac.uk/human-resources/policies-advice/workforce-reporting-and-analytics/gender-and-ethnicity-pay-gap), we voluntarily publish information for ethnicity and declared disability pay gaps. UCL has pay gaps which are caused by lower proportions of female, disabled and BAME staff as grade seniority increases. This year gender gaps have narrowed, our ethnicity gaps has widened (despite the proportion of BAME staff at grade 8 upwards increasing) and there is also a pay gap between those staff with a declared disability and those without a declared disability.
* We have committed to improving diversity in our staff and progress has been made since 2018:
	+ The number of senior female staff has increased at grade 9 by 5% to 48% and at grade 10 by 5% to 35.%. The percentage of female professors has increased by 3.6% to 32.9%. Female academics are still underrepresented at senior levels, particularly Black, Asian and ethnic minority (BAME) women who represent 4% of grade 10 academic staff, compared to 8% BAME males, 30% white females and 57% white males.
	+ Disaggregating to specific ethnic groups uncovers further underrepresentation – particularly for Black academic staff, who represented 1.4% of all academic staff in 2022.
	+ The two most male-dominated faculties have increased their proportion of female staff: by 5% to 34% in Maths and Physical Science and by 3% to 37% in Engineering.
	+ The proportion of BAME applicants to academic roles has increased from 32% to 47% and more of these applicants are being selected for interview up from, 20% to 34% and appointment up from 15% to 32%.
	+ We receive smaller numbers of applications from people with disabilities, but the outcomes are positive. In 2021-22, disabled people represented 8% of applications, 10% of all people shortlisted and 10% of people appointed.
* The alignment of the Athena Swan and Race Equality Charter action plans was undertaken to enable targeted work to support improvements in the progression of BAME women (and men) into senior roles. Several notable leadership development initiatives have been established since 2017 including [Accelerate to Leadership](https://www.ucl.ac.uk/human-resources/organisational-development/career-development-and-progression/accelerate-leadership) scheme for Black, Asian and minority ethnic staff looking to progress to senior roles and mentoring schemes such as [B-Mentor](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/b-mentor-academic-mentoring-scheme) – a cross-institutional mentoring scheme for Black, Asian, and minority ethnic academics and researchers.

By the end of September 2023 we will:

* Clarify the [programme of activities,](https://www.ucl.ac.uk/human-resources/policies-advice/workforce-reporting-and-analytics/gender-and-ethnicity-pay-gap) drawing on existing commitments and action plans and linked to wider institutional work on pay, to amplify progress with pay and progression for staff with protected characteristics.

**Led by: Chief People Officer**

### Students

* We have one of the most diverse student communities in the UK:
	+ BAME students represent 76% of the total student body – 26% are UK BAME students and 50% are international BAME students;
	+ The proportion of students telling us they are disabled has increased from 12% in 2018 to 15% in 2022;
	+ In particular, the proportion of disabled PGR students has risen from 11 to 13%;
	+ Disabled applicants are at least as likely to be made offers as non-disabled applicants across all programme levels;
	+ For entry to the 2021/22 academic year, 45% of disabled applicants were offered a place, compared to 33% of non-disabled applicants;
	+ In 2021, 9% of students identified as lesbian, gay or bisexual, 78% identified as heterosexual, 1% identified as another sexual orientation and 12.1% responded ‘unknown’. 0.6% of students responded that their gender identity was not the same sex they were assigned at birth.
* As a result of targeted work around access and admissions, our student cohort continues to change, and we are proud that around 25% of our next undergraduate student cohort will join us through our innovative widening participation schemes. The establishment of a Student Success Office, Student Success Advisers and programmes of evidence-led work to tackle differential outcomes for certain student cohorts have been essential features of our commitments in our [access and participation](https://www.ucl.ac.uk/widening-participation/sites/widening_participation/files/universitycollegelondon_app_2020-21_v1_10007784_0.pdf) plan 2020/21 - 2024/25. In particular, we continue to respond to an awarding gap for UK BAME undergraduate students:
	+ The UK undergraduate BAME-White awarding gap decreased from 6.3% in 2017 to 0.4% in 2021, but then increased to 3.1% in 2022;
	+ The UK undergraduate Black-White awarding gap decreased from 17.3% in 2017 to 0.7% in 2021, but then increased to 10.6% in 2022.
* The new Student Life Strategy commits that: ‘Extra- and co-curricular provision will reflect and embed the value we place on diversity, inclusion and belonging to support our equalities and wellbeing agendas. Each student’s unique circumstances will be recognised, and the right support and opportunities put in place to ensure the best outcome for them.’
* The LGBTQ+ Equality Implementation Group are reviewing data and evidence to inform an action plan that will address areas of improvement in the experience of our LGBTQ+ community

By the end of September 2023 we will:

* Promote the new [Student Success Fund](https://liveuclac-my.sharepoint.com/personal/ucydmge_ucl_ac_uk/Documents/Documents/Provost%20Office/EDI/%E2%80%A2%09https%3A/www.ucl.ac.uk/teaching-learning/news/2023/mar/new-student-success-fund-launched-help-enable-ucl-under-represented-uk-undergraduates) initiative which will provide seed funding for innovative ways to create and improve diverse learning environments, inclusive cultures and student success for underrepresented UK undergraduates.

**VP Education and Student Experience, VP Operations**

### Physical and digital estate

* We have significantly improved digital accessibility following a two-year review of our digital resources including UCL websites, online learning resources, and application platforms. Unnecessary barriers for disabled students and staff have been addressed and there is an ongoing programme of improvements.
* Work has progressed to make our estate a more inclusive environment to work and study. Six months of consultation with staff and students with inclusion interests enabled us to create the Inclusive Design Strategy of 2020, regular updates are ongoing. An Inclusive Environments Working Group has been set up to take the Inclusive Design Strategy into an action plan.

By the end of September 2023 we will:

* Establish an action plan for a more inclusive physical environment that responds to extensive feedback from the UCL community.

**VP Operations**

### Community and belonging

* The Strategic Plan consultation process undertaken in 2021-22, sought out a rich diversity of views and input that informed the development of the UCL Values; these values will underpin the delivery of our institutional priorities, including our next EDI Strategy.
* We have had to address some more challenging matters relating to our history and culture and we are progressing comprehensive action plans arising from arising from the Eugenics Inquiry, the Antisemitism Education Action Plan Committee, and an environmental investigation of the Bartlett School of Architecture.
* Outcomes from the 2022 staff survey demonstrated strong evidence of staff engagement overall but results for disabled staff were less positive with a result of 64% overall satisfaction compared to 70% for non-disabled staff. Consequently, UMC recommended focus action in this area.
* UCL East has developed a holistic EDI Strategy to guide recruitment, governance, buildings and activity at the new campus. The goal is that “UCL East will be a truly diverse and inclusive environment for staff, students and visitors, and will promote equity in all its endeavours”. There has been wide consultation and workshops with academic teams help support more diverse academic recruitment. Building design and management have ensured additional inclusive design features and work is ongoing to make additional adaptations to improve accessibility and inclusivity, including provision for faith groups, private prayer and health and wellbeing.

By the end of September 2023 we will:

* Develop a UCL Values framework, as part of the Strategic Plan, to amplify opportunities to build a more inclusive culture, recognising success and celebrating the diversity of our community, ensuring that equality matters guide the way we live and work together.

**Led by: Office of the President & Provost, Chief People Officer and leadership team**

* Agree a way forward for developing an institutional disability equity action plan, based on identified priority areas; aligning activities arising from Staff Survey with actions recommended by the Disability Equality Steering Group and the Disability Implementation Group.

**Led by: Chief People Officer**

* Establish a Religion and Belief group, chaired by the Pro-Provost (Equity & Inclusion), to enable wide participation in discussion of relevant matters and action planning.

**Led by: Chief People Officer**

#### **Note:** The data used in the data report was provided by the Workforce Report and Analytics Team, the Student Data Team and drew on available data on the UCL Tableau Server. Student data reflects the academic year up to and including 2021-22 and the staff data reflects a snapshot on 1 October 2022 in terms of the most recent data used in this report.