

Race Equality Charter (REC) Town Hall key points and questions

This document summarizes key information presented in the REC Town Hall events March 2021 and provides answers to the questions asked at the events. More information can be found on the [College REC webpage](#).

REC process and implementation

- The College became a member of REC in 2018 and will be submitting a Bronze application in July 2021.
- The SAT was formed in 2018, with staff and students invited to join after potential members were nominated by senior managers and leaders.
- Summaries of the 2019 and 2020 student and staff consultations are [available online](#) and have been used to develop the action plan.
- The action plan will be approved by Provost's Board to ensure it has senior College support and engagement.
- The action plan includes metrics and success measures to ensure we have clear targets and a way to measure progress and impact.
- The action plan will be published following submission of the REC award application (expected to be complete by July 2021).
- Responsibility for monitoring implementation of the REC action plan will lie with the EDI Strategy Group, chaired by the Provost, to ensure sustained high-level engagement with race equality issues.
- Day-to-day, the College REC Coordinator and the Assistant Provost (EDI) will oversee the implementation of the action plan, supporting action owners where necessary. Actions are being agreed with those responsible so that REC is integrated into College work and appropriately resourced.
- More town halls will be organised in the future to provide further updates.

Data

- The REC application requires significant amounts of data on the College's student and staff populations (see separate Town Hall presentation PowerPoint).
- The College has used [HESA](#) and census data to benchmark.
- In line with the [College EDI Strategy](#), data from REC will be made available where possible.
- The term 'BAME' (Black, Asian, and Minority Ethnic) has been used as part of the REC process, following Advance HE guidance, as a widely recognised term and to categorise data. However, we recognise the limitations of this term and have tried to present data by specific ethnic group where possible. The action plan includes a commitment to consult with the College community on the language used and options available in our data systems.

Staff pipeline

- The self-assessment process has shown a clear under-representation of senior BAME staff and actions will be taken on recruitment and career progression.
- As part of a range of [career development support](#), the College provides specific guidance for Professional, Technical and Operational Services members of staff through the [Career Moves guide](#).

- The action to develop a BAME mentoring programme will be focused on senior roles, and so will differ to the mentoring included in the [IMPACT programme](#).
- It is already a principle of the College recruitment policy that panel members are as diverse as possible, but we recognise more work needs to be done to implement this in practice consistently.
- Anonymising applications is currently being explored by HR.
- The College Council (effectively our board of governors) is committed to addressing its own lack of racial diversity and has appointed an EDI Champion.

Student pipeline

- The self-assessment process has shown that actions are required to increase the diversity of the student population. Some work is already underway to increase the diversity of UG student entry due to the College's [Access and Participation Plan](#).
- The action plan also includes measures to address under-representation of within our PG student population. These will tackle recruitment and the student experience.

Organisation and culture

- The [College History Working Group](#) is due to report in June 2021.
- The action plan includes work to increase awareness amongst students and staff on race equality and what the College is doing.
- The action plan includes training on anti-racism for different audiences, e.g. senior managers/decision makers, student-facing staff, students. The College is committed to ensuring high levels of uptake of such training opportunities.

Discrimination, bullying and harassment

- The action plan aims to create a culture that takes racism seriously: one that deals effectively with reports of racial harassment and acknowledges the impact of racism on staff and student lives.
- Staff and students are able to report through the new online [Report and Support platform](#).
- The College has Harassment Support Contacts [for staff](#) and [for students](#)

Departments

- The action plan will include an annual review of all EDI activity within each department (including action on race equality) by Provost's Board and Council, with reports against agreed priority targets.
- The action plan includes work to enable better access for departments to information and data so they can understand their particular situation and take action.
- The College has a network for all department EDI Committees, in order to share best practice and provide space for people to ask questions.