The purpose of this report is to:

1. Present information about successes, achievements and good practice around the University.
2. Present data on protected characteristics (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Gender, Sexual Orientation) for Newcastle University staff. Where possible comparisons have been made against local and national comparator data.
3. Present data on age, disability, ethnic origin, sex, and various socio-economic characteristics for Newcastle University students.
4. Update on our approach to publication of equality information and equality objectives in line with public sector equality duties.

1. Successes, Achievements and Good Practice

Diversity Season 2013

The University and Students’ Union held a variety of events to celebrate Diversity Season in 2013.

In partnership with Muckle LLP offices hosted an event exploring some findings of the study by Women Like Us supported by the Joseph Rowntree Foundation investigating the recruitment market for ‘quality part-time vacancies’. This event also looked at what employers can practically do.

Coinciding with Lesbian Gay Bisexual Trans (LGBT) History Month in February, there was a lecture by Oliver Phillips, Reader in Law, University of Westminster looking at the dynamics between sexuality and human rights in Southern and Eastern Africa. Mosaic, the University’s LGBT network also held 2 film nights in February at the Tyneside Cinema.

NU-Women, the University’s network open to all women who work at the University was pleased to host an event with Dame Athene Donald talking about building self-confidence. The event explored the sorts of thought processes that can prevent women (and men) from making good decisions for their own career development, gave ideas on how to respond to these thoughts and encouraged challenging of our own assumptions about ourselves.

The Students’ Union held a Diversity Day including presentations, music, dance and games by Faith and National Societies, and a buffet of international cuisine. The Northern Stage was the location for the Festival of Arts and Music, a celebration of cultural arts, music and performance from students at the University’s Students’ Union.

Student Wellbeing and DARO

DARO have secured funding from our Alumni to help students who struggle with the transition to settle at University. Typically this is students who have difficulties with anxiety or who have a diagnosis of Autism or Asperger syndrome. A number of events for these students have been run so far and more are planned for the future.
Your Future, Your Choice

The University successfully ran its first “Your Future, Your Choice” event. The event replaced the pre-retirement course which ceased when the default retirement age was abolished, however “Your Future, Your Choice” provided advice to staff to all stages of their careers, not just those planning for their retirement. There was advice and guidance available on a variety of issues to help staff plan, including career planning, pensions, health MOTs, healthy eating, financial education and more. Contributors came from both within the University and external organisations such as the Prudential, Carers Centre Newcastle and Food Nation.

Gender Equality Initiatives

Newcastle University is committed to the Athena SWAN Charter for women in science, and successfully renewed its Athena SWAN bronze award in November 2012. This award recognises what we have done to encourage the employment and career progression of women employed in science, technology, engineering, maths and medicine.

The Institute of Cellular Medicine (ICM) was also awarded a silver award in April 2013, recognising the Institute’s commitment to providing a good working environment and to developing all of their staff to their full potential. The Institute has worked to remove barriers to career progression through having supportive policies and working practices, targeted assistance particularly to early career researchers and training, mentoring and coaching throughout all stages of academic careers. Professor Simi Ali, chair of the ICM Athena Swan self assessment team, said: “It is a significant achievement and means that the Institute of Cellular Medicine is a great environment for female researchers. It was a real team effort, we are very proud that the institute has gained a silver award.”

Kay Howes, Institute Manager and Simi Ali, Professor of Immunology, receiving ICM’s silver award. Vicki Bruce, Professor of Psychology and Elizabeth Scanlon, Staff Development Adviser, receiving the University’s bronze award.

All schools and institutes in the Faculties of Medical Sciences and Science, Agriculture and Engineering are currently working towards submitting Athena SWAN applications.

In addition 2 schools in the Faculty of Humanities and Social Sciences have been accepted onto the Equality Challenge Unit’s Gender Equality Charter Mark trial. The gender equality charter mark aims to address gender inequalities and imbalance in the arts, humanities and social sciences, in particular the underrepresentation of women in senior roles.
Estate Support Services

An access improvement plan and access strategy has been developed so that a structured approach to improving and continually monitoring the Estate is provided. This has identified specific areas and elements within the campus that have been targeted for improvement, such as entrances and approaches to buildings, horizontal and vertical circulation areas and means of escape from buildings. There have also been a number of discrete projects within the University that have been influenced by the philosophy of inclusive design and provided considerable improvements to the built environment and its surroundings. Examples of this include:

- The Fine Art refurbishment where a lift has been provided connecting the upper floors of the buildings and the Hatton Gallery and providing level access for the first time
- Improvements to teaching and learning rooms and the rationalisation programme within the Robinson library along with refurbishment within student residences.
- Works currently planned include the refurbishment of the Grand Hotel, replacement of the Percy building lift, landscaping works to the front of Merz Court and the Herschel building.
- Demolition of the Museum of Antiquities and landscaping to create the student forum (right) improving the main accessible route across campus
- Development continues on campus to have step free access with the use of slopes rather than steps.

Marketing and Student Recruitment

Support for students who have experienced being in care

Newcastle University was awarded the Buttle UK Quality Mark in 2008 to recognise the work the University does to support students who have experienced being in care. This was reviewed and renewed in 2011, where the University’s work with and support for students who have experienced being in care was deemed as ‘exemplary’. In February 2013 Buttle UK conducted an evaluation visit at the University and upheld this recognition: “I think your exemplary award is well deserved….This was a very impressive visit and I was left in no doubt of the commitment of the university towards the Quality Mark and its requirements.” Karen Melton, Case Work Manager, Buttle UK

Colleagues from across the University work together to offer a range of pre- and post-entry support to students who have experienced being in care, including aspiration-raising events, 52-week accommodation, scholarships, and support with graduation, coordinated by colleagues within the Marketing and Student Recruitment Directorate. In addition, the University’s successful PARTNERS Programme supported entry route is extended to students who have experienced being in care.

There is evidence that all of the work being done with this group of under-represented students has been successful. In the last four years, the University has seen a significant increase in applications from students who have experienced being in care, from 40 to 61.
Centre for Physical Recreation and Sport

Will Smith, a parabadminton player, was awarded the Stan Calvert Memorial Sports Scholarship which enabled him to maintain his world ranking of 6th in men’s singles and 7th in men’s doubles. In addition, Will was also selected as an Olympic Torch Bearer as it passed through Newcastle.

PhD student, James Docherty, who was introduced to armoury and trained through Newcastle University Fencing Club, was selected as an armourer at the London 2012 Paralympic Games.

The Centre for Physical Recreation and Sport (CPRS) and Newcastle University Fencing Club (NUFC) and its student members continued to support wheelchair fencing and wheelchair fencers in the region. The CPRS provide facilities while the club provides training partners for Olwyn Fitzgerald, the GB Paralympic Women’s Epee Wheelchair team reserve and Natalie Child, who is on the GB talent observation pathway, and has already defeated London paralympic fencers on the way to winning an Anglo French competition.

Student Wellbeing and the CPRS

These services have been working together to provide students with mental health difficulties with free access to sports membership. This is for a period of three months and is available where there is an indication that exercise will assist or help maintain a student’s recovery from a mental health difficulty.

Enable: Supporting disabled staff at Newcastle University

Human Resources launched Enable guidance for disabled staff and managers on the HR website. Guidance documents, images, forms and case studies were publicized to convey a positive and welcoming message to encourage staff to look and see what HR, the University and managers can do for disabled staff. The message to everyone is that the support for disabled staff should be a holistic approach for them as members of staff, not just focusing on the adjustments they need to help them work safely and effectively. The University has also seen an increase in the number of staff happy to declare that they have a disability, with 3.9% of staff now declaring a disability.

2. Staff Equality and Diversity Monitoring

Analysis of staff data for 2012/13 can be found in Appendix 1.

3. Student Equality and Diversity Monitoring

Analysis of student data can be found in Appendix 2.
4. Public Sector Equality Duty

The public sector equality duty requires that public bodies:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
- foster good relations between people who share a relevant protected characteristic and people who do not share it.

The University’s commitment to these and the 3 year action place are described in the Equality Strategy which can be found on the [Equality and Diversity website](#).

Specific Duties require public bodies to:

- Publish relevant, proportionate information showing compliance with the Equality Duty. The publication of this report and its appendices are evidence of compliance with the Equality Duty to publish information. In addition statistical data, reports of staff and student surveys, and relevant staff and student policies are also available.
- Set equality objectives. The Single Equality Scheme covering 2010 – 13 has been revised and is now an Equality Strategy, incorporating an Action Plan and objectives for 2013 – 16.

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