



Heriot-Watt University
Inclusion for All:
Mainstreaming Equality

April 2019
- Mid-point report

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1. Introduction

1.1 The Equality Act 2010 introduced the Public Sector Equality Duty (PSED – also known as the Equality Duty or the General Duty) requiring public authorities to give due regard to :

- eliminating unlawful discrimination
- advancing equality of opportunity, and
- fostering good relations on the basis of protected characteristics

1.2 Underpinning the PSED are a range of specific duties requiring public authorities to:

- develop and publish a set of equality outcomes that cover all protected characteristics (or explain why not all protected characteristics are covered)
- assess the impact of policies and practices against the needs of the general duty
- gather and use information on employees
- publish gender pay gap information
- publish statements on equal pay for gender, race and disability
- have due regard to the general duty in specified procurement practices
- publish information in a manner that is accessible

1.3 Heriot-Watt University published all our relevant documentation (outlined below) at www.hw.ac.uk/equality

- **Inclusion for All: Mainstreaming Equality. Equality Outcomes 2017-21:** updates progress on our 2013-17 Equality Outcomes and outlines our plans covering 2017-21 including Equality Outcomes action plan
- **Heriot-Watt University Equal Pay Statement:** building on the last four years our Equal Pay Statement includes pay gap data by gender, ethnicity and race and includes our Equal Pay action plan covering 2017-21
- **Heriot-Watt University Employee Information:** we publish employee information under separate cover. The data includes:
 - Recruitment
 - Promotion
 - Pay and Remuneration
 - Training and Development
 - Return after maternity leave
 - Return to work of disabled employees following sick leave relating to their disability
 - Appraisal
 - Grievances (including about harassment)
 - Disciplinary action (including for harassment)
 - Dismissals and other reasons for leaving

- **Heriot-Watt University Student Data:** we publish data online to show our student intake by protected characteristic.

1.4 Our Gender Action Plan (GAP) was published at the same website address in July 2017. The content of the GAP was drawn from our Equality Outcomes and our Athena SWAN action plans. We will be developing more detailed GAP actions in line with new and updated data collation across our student community in due course.

1.5 This report highlights our progress to date in achieving the actions contained in our Equality Outcomes as well as outlining areas of focus for over 2019-21 and a full update on progress toward our Equality Outcomes 2017-21. In the monitoring of progress some of our actions have altered, a detailed explanation is included in the action plan update.

1.6 Updated employee and student information alongside our equal pay data are produced under separate cover and can be found at www.hw.ac.uk/equality.

2. Headline achievements over 2017-19

2.1 We are proud that we have achieved a number of our action plan commitments over 2017-19, further details are available in our Equality Outcomes Update April 2019 in section 5, those areas that have been completed are highlighted in green.

2.2 The table below highlights some of our centrepiece activities over that last two years.

Table 1: Key achievements 2017-19

Equality Outcome (Action No.)	Update and follow-up activity
Athena SWAN (1)	<ul style="list-style-type: none"> • Implementation of the University action plan • Silver Submission School of Engineering and Physical Sciences November 2018 • Silver submission School of Mathematical and Computer Sciences November 2018 • Bronze renewal School of Energy, Geoscience, Infrastructure and Society due April 2019 • Bronze submission School of Social Sciences due April 2019 • Bronze submission School of Textiles due November 2019 • University renewal or Silver submission due November 2020
Gender-based Violence (3)	<ul style="list-style-type: none"> • Founding member of Fearless Edinburgh partnership 2018 • Hosted first strategic meeting May 2018 • Engagement with #EmilyTest and distribution of GBV cards October 2018 • Supported first pan-partnership practioners meeting December 2018 • Fearless conference write-up March 2019

	<ul style="list-style-type: none"> • Partnership material production due summer 2019
Corporate Parenting (4)	<ul style="list-style-type: none"> • Plan update reported March 2018 • New Corporate Parenting Policy agreed June 2018 • New Corporate Parenting Plan agreed June 2018 • Care experienced people considered a protected characteristic • Report to University Executive December 2018 • Corporate Parenting progress included in equality and diversity reporting April 2019
Equal Pay (6)	<ul style="list-style-type: none"> • Equal Pay Working Group established 2017 • Equal Pay Statement across gender, disability and ethnicity from April 2017 • Critical friend contact via Close the Gap February 2019 • Harmonised equal pay census date with rest of UK March 2018
British Sign Language (BSL) Local Plan (32)	<ul style="list-style-type: none"> • Established BSL Local Plan working Group 2017 • Development of BSL Local Plan over 2018 including public consultation events • New BSL Local Plan launched October 2018 • New BSL oversight group in the process of being established
Mental Health (33)	<ul style="list-style-type: none"> • Continuous support for the SANE Black Dog Campaign with fundraising events annually. Over £2500 donated since 2017 • Partnership approach with Live Borders developed over 2017-18 • Watt-Woof's first external loan to the Conscious Ball November 2018 • PIPs Programme training on suicide prevention 2017-18 • Development of new Wellbeing Strategy in response to UUK #stepchange 2018 • New strategy expected 2019
International Women's Day (34)	<ul style="list-style-type: none"> • Annually marking IWD since 2016 • Campaigns taken forward on #BeBoldForChange , #PressForProgress and #BalanceforBetter • Events in the planning for 2020
Diversity Month (35)	<ul style="list-style-type: none"> • Diversity Month takes place annually in October • Has run in 2017 and 2018 will continue • 2017 saw HW host Monster Confidence Conference, film screening, training and development and marking international recognition days: Ada Lovelace, Mental Health Awareness (including colour-run) • 2018 included greater dedicated Black History celebrations, focused sessions to raise awareness and funds for breast cancer
Develop product to support increase of women in Computer Systems. (36)	<ul style="list-style-type: none"> • Participation in Equality Challenge Unit from early 2016 • Working group established January 2016 • Data collection and project development throughout 2016 • Participation in project wide events, learning opportunities and honing project over spring 2017 • Outline for online tool to direct primarily girls to Computer Science agreed summer 2017 • Recruitment of MSc Student to develop tool December 2017 • Online tool produced November 2018 www.macs.hw.ac.uk/~fm206/outreach/ • Roll-out and evaluation of tool in progress

3. Areas of focus for 2019-21

- 3.1 While we have made progress across a range of activities there are some specific challenges that will be a focus for activity over the remaining period of the Equality Outcomes. In many cases work is already underway.
- 3.2 **Data.** Across the employee and student populations our data capture processes have improved significantly, however we recognise we have more to do to make sure that we have a strong evidence base for activity and so we can monitor and measure change over time. We are looking to create equivalence in the data we have for employees and students following the employee journey and the student journey with all of our data shown by protected characteristic group.
- 3.3 To assist in this goal we are creating a Student Data Working Group to bring together all those areas that hold information (both qualitative and quantitative data) with a clear remit to bring together the information so that we can take forward more targeted actions. We hope to bring together a similar group to look at employee data.
- 3.4 **Online Training.** We have a range of online training offerings however we have significant challenges in engaging employees with the uptake of training. We have in place a project plan to drive uptake significantly over 2019, with an ambitious goal of 80% uptake by the end of the year. We are hopeful that this will also support greater engagement with face-to-face training offerings and a growth in bespoke support.
- 3.5 **Transitioning Guidance.** Drafting of Transitioning guidance for employees and students is at an advanced stage with involvement from both the Trade Unions and the student community in those processes. We have a pressing deadline for completion by August 2019.
- 3.6 **BSL Local Plan Integration.** We are proud of our British Sign Language Local Plan which outlines how we are taking steps to ensure BSL is part of our mainstream communication and interactions with both our Heriot-Watt community and beyond. We recognise that we need to keep our momentum and establish an implementation group that supports putting our actions into practice.

4. New Areas of Focus

- 4.1 The equality and diversity agenda is not static. While we are working toward our Equality Outcome commitments emerging and new agendas also require attention.

- 4.2 University Innovation Fund.** Heriot-Watt University is taking a lead role in the University Innovation Fund (UIF) equality and diversity strand. The UIF is a fund supporting HEIs to engage with knowledge exchange and innovation supporting Scottish Funding Council and the Scottish Governments economic strategy. In 2017-18 Heriot-Watt led a Scotland-wide equality and diversity workshop exploring embedding equality and diversity in innovation. This role is set to grow over the coming year.
- 4.3 Disability Inclusive Science Careers Project (DISC).** In 2018 the University was successfully awarded £490K from Engineering and Physical Sciences Research Council funding pot 'Inclusion Matters - furthering equality, diversity and inclusion in Engineering and Physical Sciences research'. The funding is to be used for the DISC project that will create innovative approach to supporting disability inclusivity in academia (with a particular focus on STEMM) which attracted coverage from [Times Higher Education](#).
- 4.4 Quality Assurance.** The University will be undergoing an Enhancement-led Institutional Review (ELIR) in the final stages of our Equality Outcomes. ELIR provides us with an opportunity to demonstrate how we embed equality and diversity alongside identifying challenges and how we plan to tackle them supporting us to make a difference across the student journey with particular reference to equality and diversity.
- 4.5 REF2021.** We are well underway with preparations for the Research Excellence Framework 2021. The REF2021 processes require us to take specific steps to demonstrate our considerations of equality and diversity both in the Code of Practice we will follow for selecting research for submission and in the preparation of the submission as a whole. Our approach is to gain as much institutional values as possible across research related activity and the REF2021 process support equality and diversity as a central to our support activities.

5. Equality Outcomes 2017-21 Update at April 2019

N o.	Area addressed	Identified action	Evidence base	Protected characteristic	Outcome	Owner	Update April 2019	Deadline	Status
FUNDAMENTALS FOR SUCCESS									
1	Athena SWAN	Support continued roll-out of Athena SWAN across all Schools	Strategic objectives, Equality Outcomes 2013-17	Gender/ Intersections/ All	Clear cohesive approach across E&D activities and Athena SWAN. Progression through Athena SWAN Awards.	AO, E&DP, SATs	This action brings together actions around cohesion across E&D and Athena SWAN activities with structures linked via group membership. EPS, MACs EGIS hold bronze awards and have completed renewal submissions SoSS first submission for bronze April 2019. University bronze renewal or silver submission due 2020.	Apr-17	Complete and continuing
2	Carer support	Assess impact of family friendly changes to the Staff Expenses Policy	Student, staff and visitor feedback	Carers	Uptake of Expenses Policy linked to child care and other caring responsibilities.	E&DP, AO	This action previously referred to improving access to childcare on campus. Due the nature of the action relating to external provision this action was updated in April 2019 to explore the impact of changes to the expenses policy to include childcare with a new April 2021 deadline.	Apr-21	In progress
3	Culture change	Responding to sexual misconduct, gender violence	Student feedback and experience, national agenda	All - Gender/ sexual orientation	Guidelines, information and support created and updated regularly. Implementation	SWS, GLS, E&DP, SU	Fearless Edinburgh Partnership in place with Edinburgh HEIs, FE, NHS and Police Scotland. 2 events held on May 2018 and Dec 2018 to respond to Equally Safe toolkit and agenda. Equally Safe cards distributed to all UK staff October 2018.	A/Y 2018/19	Complete and continuing

					of the Equally Safe in Higher Education Toolkit.		Established ESHE@HW group March. Supporting regional development of Fearless partnerships across Scotland.		
4	Corporate Parenting	Embed Corporate Parenting needs across all relevant E&D activities	Legal requirement	All	HWU is compliant with Corporate Parenting requirements.	University Secretary supported by Registry Services, Student Welfare	This action has been combined with a previous action for the University to understand its Corporate Parenting duties. A new Corporate Parenting Policy and Action Plan completed in May 2018 brings these areas together. Progress reports are received annually by the University Executive, annually from 2018.	Aug-17	Complete and continuing
5	Culture change	Support Safe Spaces for across HWU	Sector good practice	All	Improved perception of safety across all campuses.	Safeguarding Services	This action previously referred to creating a Safe Spaces Policy. The development and implementation of SafeZone across all our campuses replaced the action.	Jan-18	Complete and continuing
6	Equal Pay	Create actions to respond to equal pay issues overseen by an Equal Pay Working Group	Legal requirement	Gender/ disability/ ethnicity (all)	Successive reduction in equality pay gap across protected groups.	HRD	EPWG becomes a formal sub-group of the University Executive from April 2019. Equality pay data published annually with diagnosis of changes. Equal pay action plan in progress deadline for completion aligns Equality Outcomes.	Apr-21	In progress
7	Equality and Privacy Impact Assessment	Robust mechanisms in place for all 'people' related policy, procedures, functions and criteria.	Legal requirement, feedback from staff, Equality Outcomes 2013-17	All	EPIA take place routinely. Completed EPIAs are logged and accessible.	E&DP	This action has been combined with a previous action to hold EPIA surgeries. Surgeries take place on demand. Intranet space including PPT on how to undertake EPIA in place. Improved mechanisms for storing and logging EPIA in development in place April 2019.	Apr-17	Complete and continuing
8	Improve recruitment data	Ensure reliable and robust data is gathered during the recruitment	Legal requirement, Athena SWAN	All	Robust data across the application to recruitment stage	HRD	This action has been updated to reflect our goal for data across the employee journey gathered and published annually and takes account of the need for School level data. Our data	Apr-21	In progress

		journey by protected characteristic.			of the employee journey included in annual reporting supporting Athena SWAN and E&D data at School level.		production re application and recruitment is improving but work is still needed to make sure this action is part of annual, core activity and that those involved with recruitment engage fully with our recruitment processes. Deadlines has altered to support this process.		
9	Improve employee journey data	Ensure reliable and robust data across the employee journey by protected characteristic.	Legal requirement, Athena SWAN, sector good practice	All	Robust data across the application employee journey - high uptake of self-service, robust training and development information, all progression and promotion as well as leavers data included in annual reporting also supports Athena SWAN and E&D data at School level.	HRD, Research and Engagement	This action has been updated to reflect our goal for data across the employee journey gathered and published annually and takes account of the need for School level data. Our data production is improving but work is still needed to make sure this action is part of annual, core activity. We routinely publish related to gender across progression and promotions. Annual production of E&D information linked to employees based on HESA information. There is a need for greater engagement from employees in self-service and in our systems for recording training and development. Deadlines have altered to support this and are exploring the potential of establishing an Employee Data Working Group to mirror student activities.	Apr-21	In progress
10	Improve employee experience data	Ensure reliable and robust data is gathered relating to staff complaints, grievance and disciplinary by	Legal requirement, Athena SWAN, sector good practice	All	Trackable data available across all relevant process reported and scrutinised annually buy	HRD	This action has been updated to reflect our goal for data across the employee journey gathered and published annually. We currently produce employee information on request but are developing annual processes to report on these areas routinely.	Apr-21	In progress

		protected characteristic.			relevant committees/boards.				
11	Gender Composition of influential committees	Ensure reliable and robust data is gathered and reported across the University's influential committees.	Legal requirement, Athena SWAN, sector good practice	Gender (and all in due course)	Measured and monitored composition of influential committees	Secretariat	This action combines previous action to report separately on the composition of Court and the University's influential - reporting on gender complete. Now extending to include other protected characteristic groups starting with disability and ethnicity.	Apr-17	Complete and continuing
12	Improved student data across the student journey - including extension of categories to include care experienced and caring responsibilities	Ensure reliable and robust data is gathered and reported across the during the student journey.	Legal requirement, Athena SWAN, sector good practice	All	Robust data across the student journey, reported annually supporting evidence based actions that improve the student experience for all students	Registry services, Planning, UCLT and Global Student Liaison	This action replaces separate actions covering gathering and publishing student data - including a previous action to undertake a student census exercise. E&D enrolment data published annually alongside other information linked to equality data re the student experience (mainly gender). Has included care experiences and caring responsibilities since 2018. A Student Data Working Group is to be established to produce data sets covering the entire student journey from perspective student to alumni and including attainment and retention. The data will be used to inform activity going forward. Deadlines have been extended to support this work.	Apr-21	In progress
13	Improved student data relating to the student experience	Ensure reliable and robust data is gathered relating to student complaints, appeals and disciplinary	Legal requirement, Athena SWAN, sector good practice	Gender (in due course all)		Registry services, Planning, UCLT and Global	This action has been updated to reflect our goal for data across the student journey gathered and published annually under the leadership of the Student Data Working Group. We currently produce student information on request but are developing annual processes to report on	Apr-21	In progress

		protected characteristic.				Student Liaison	these areas routinely. Will be part of the work of the Student Data Working Group.		
14	Access to support services	Collect and report on support service usage by staff and students.	Equality Outcomes 2013-17	All	Accurate data covering service users for in-house support services accessed by the University community	Staff: HRD Students: SWS	Information routinely gathered in student facing services but less so for employees. To better understand need and to help signpost people to effective support information gathering and reporting is being developed. Further work to be taken forward under the emerging Wellbeing agenda.	Apr-21	In progress
15	Better understand the employee experience	Embed use of equality profiling questions in Employee Engagement Survey.	Athena SWAN, Employee Engagement Survey Working Group	All	Employee Engagement Survey can be broken down by PC group	HRD	Equality profiling questions included in employee engagement and Athena SWAN surveys.	Sep-18	Complete and continuing
16	Support good campus relations	Supporting positive relationship between faith groups	NSS, ISB	Religion and belief including non-belief	Continued good campus relationships and positive NSS, ISB results	Chaplaincy , SWS, GALS	Positive relationships have been further enhanced with the appointment of an Imam in 2018. Continued positive responses to faith provision in NSS and ISB.	2017	Complete and continuing
17	Increasing diversity	Increase diversity in recruitment.	staff recruitment data, Athena SWAN activities	All	Increase diversity in the staff population	HRD	Positive action statements included in all requirement activities (1) To be added to all external job adverts (e.g. jobs.ac.uk) Advert: Embracing diversity at Heriot-Watt University means we can select from the broadest pool to find the best person for the job – we encourage you to apply. (2) To be automatically added to all job adverts further particulars on iRecruit Further Particulars: 'At Heriot-Watt University we understand that being diverse makes us	Aprl-21	In progress

							better which is why we support a culture of respect and equal opportunity, and value diversity at the heart of what we do. We want to increase the diversity of our workplace to underpin a dynamic and creative environment' We welcome and will consider flexible working patterns e.g. part-time working and job share options. However, low to no impact on diversity in employee numbers further work may be necessary.		
18	Increasing student diversity	Fully investigate the needs of BAME students and staff.	Students, staff, sector best practice, EDAG	BAME - all	Information paper exploring the issues facing BAME staff and students at HWU to inform future actions	E&DP, AO, HRD, AR	This action updates a previous action covering increasing BAME diversity. The University's Equality and Diversity Advisory Group agreed a positioning paper would be the best way forward to assist in developing actions going forward.	Apr-21	In progress
19	Leadership	Support Equality Champions.	University Court and University Executive support	All	Equality Champions in place and supported.	E&D/Court	The University already has in place a number of champion roles including the Athena SWAN Champion and an Equality Champion as a member of Court. Our DISC (EPSRC funded) project introduces Disability Champions. It has been agreed that the effectiveness of these roles be tested and roll out may follow. It was also agreed that the School Lead role within the Court membership would include E&D support.	Apr-21	In progress
20	Mainstreaming and embedding	Track equality and diversity related items discussed through the University's	Equality Outcomes 2013-17 & ECU	All	All Committees and Boards demonstrate E&D in agenda	Secretariat	Committee Clerks produce information on request included in Mainstreaming reporting. Process for annual reporting (tracking each influential committee) is in development.	Apr-17	Complete and continuing

	E&D in governance	governance structures.	Mainstreaming Project						
21	Protected characteristic disclosure	Improve protected characteristic disclosure.	Legal requirements	All	Step change in disclosure - particularly focusing on disability. Increased disclosure rates across the PC groups.	Staff- HRD Student - Registry Services	Throughout our data gathering we have found very low disclosure across the PCs - particularly staff disability disclosure. There is a need to take further action to build trust. A communication exercise is in development.	Apr-21	In progress
22	Online presence	Ensure clear and cohesive online presence across E&D.	Legal requirement - open and accessible information	All	Regularly updated online and intranet presence.	E&D	Webpages available at www.hw.ac.uk/equality and staff intranet space regularly updated including 'your workplace supporting your home life'.	2017	Complete and continuing
23	Support	Increase E&D information including case studies for staff and student.	Staff and student feedback	All	Collection of case study examples online to illustrate support activities.	E&DP, AO, SWS, HRD	Case studies used throughout intranet workplace and home life sections. Case studies used in Athena SWAN submissions and E&D materials. Case studies continue to be gathered.	Aug-17	Complete and continuing
24	Training & development	Increase Online training uptake.	Athena SWAN, Equality Outcomes 2013-17	All	80% Diversity in the Workplace Training uptake at Scottish Campuses.	HRD	Online training uptake continues to be low - despite work to encourage uptake. A new deadline for Dec 2019 has been set with a project based approach to increase completion rates. To assist work is to be taken forward to embed E&D more fully into induction, linked to online training signposting.	Dec-19	In progress
EQUALITY INTERVENTIONS									

25	Parking	Increase disabled parking.	Student, staff, visitor feedback	Disability	Improved signage across all parking.	Campus Services	Work undertaken to assess parking needs and dedicated spaces are available on site however signposting is poor - a new deadline of August 2019 has been set.	Aug-19	In progress
26	carer support	Create new parents information.	Feedback from student liberation groups, Athena SWAN activities	Caring responsibilities	Web based up-to-date information for staff	HRD, AO, E&DP, Schools	New parent information on coaching available for staff and communicated with information linked to any type of parental leave.	Apr-18	Complete and continuing
27	Carer Support	Create bespoke information about flexibility in working life.	Feedback from student liberation groups, Athena SWAN activities	Caring responsibilities	Web based up-to-date information for staff.	HRD, AO, E&DP, Schools	Your workplace supporting your home life intranet space developed including case studies and overarching Supporting Family Life Policy in place. Flexible working data collected and reported via Athena SWAN submissions.	Jul-18	Complete and continuing
28	Carer Support	Create more bespoke information about flexibility in study.	Feedback from student liberation groups, Caring responsibilities feedback from student liberation groups	Caring responsibilities	Web based up-to-date information for students	SWS, Schools	Student handbook contains information signposting students to support. www1.hw.ac.uk/mediaservices/pageflip/SS/A-Z_Student_handbook_2018/ web space in place for students providing information about how and where to find support.	Jul-18	Complete and continuing
29	Carer Support	Explore overseas childcare provisions and options.	Athena SWAN	Caring responsibilities	Information relating to child care options at all our campuses	HRD, Athena SWAN Officer,	EDAG agreed to take forward some specific work to include information about child care options at all our campuses with a new deadline date.	Dec-19	In progress

					included on the Reward pages.	Campus contacts			
30	Carer Support	Create Family Friendly webpages with information for staff and students.	Athena SWAN, Staff and student feedback	All – gender and caring responsibilities	New family friendly webpages outward facing with information for staff, students and visitors relevant across all campuses.	Athena SWAN Officer, E&DP, campus liaison and marketing	Equality and diversity webpages, your workplace supporting your home life intranet pages provide information for staff and information about student welfare and related policies supports students.	Mar-19	Complete and continuing
31	Culture change	Classes starting and finishing on time to help students (and staff) move across campus	Student, staff and visitor feedback	Disability & All	Guidance issued to Schools. All classes start at 20 past and end at 10 past the hour.	E&DP, SU, Schools	Well communicated across HWU community.	Jul-17	Complete and continuing
32	Disability - Deaf/hard of hearing	Use of BSL in video media under 3 minutes long	New BSL legislation and in-house feedback	Disability	All visual media uses BSL	Marketing/ Corp Coms	BSL Local Plan agreed and launched Nov 2018. Action plan included recommendations for taking forward this work. New BSL group will oversee activities.	2021	Complete and continuing
33	Disability - Mental Health	Establish Mental Health Working Group to create Mental Health Strategy.	Staff and student feedback	All – disability	Create a fit for purpose Mental Health Strategy.	SWS, E&DP, SU	New Wellbeing structures in place with Wellbeing Summit held in Dec 2018 to develop next steps. Further progress expected 2019.	Dec-19	Complete and continuing
34	E&D Awareness	Annually mark International Women's Day	Legal requirement (meet PSED), Student, staff and visitor	Gender	Annual Celebration of IWD takes place.	E&DP, SU, AO	Events have taken place annually over the last 5 years with an expectation from the staff and students that celebration activities will be taken forward.	2017	Complete and continuing

			feedback, Equality Outcomes 2013-17, Athena SWAN activities						
35	E&D Awareness	Embed support of international recognition days for all Protected Characteristic Groups.	Legal requirement (meet PSED), Student, staff and visitor feedback, Equality Outcomes 2013-17	All	Programme of International Recognition days and calendar of events in place.	E&DP, SU, AO	Part of our Diversity Month activities that take place over October. Supported international recognition days agreed in collaboration with student representatives.	Mar-19	Complete and continuing
36	Gender	Develop product to support increase of women in Computer Systems.	ECU facilitated student recruitment project	Gender and SIMD 20 & 40	Complete ECU Attracting Diversity Project. Tool used widely in outreach with the potential to roll out to other Schools.	E&DP led working group	This action has been updated to reflect the completion of our involvement in the ECU Attracting Diversity project. A CS Project in collaboration with CS, E&D and with an MSc student attached created a mobile website http://www.macs.hw.ac.uk/~fm206/outreach/ to encourage engagement with broader groups. Package to be used as part of School engagement activities with a view to amending as necessary as a promotional and recruitment tool. Next steps are to operationalise the tool.	Nov-18	Complete and continuing
37	International	Improved information for new International Students.	International Students feedback	BAME/Religion and Belief	International students focused web based and social media information	E&DP, SU, SWS	Range of information available for international students reviewed and refreshed regularly. Information available via Go Global. Need to review and refresh information with feedback from international students.	Aug-17	Complete and continuing

					sharing ahead of new AY, annually.				
38	International	Explore Guarantor Scheme for students living in rented accommodation.	Student feedback	BAME, International, All	Guarantor Scheme in place.	SWS, SU	Combined with an action to provide additional support to international students facing hardship issues, the Guarantors Scheme was introduced in 2018 specifically targeted at supporting international students.	Apr-18	Complete and continuing
39	Networks	Support employees to establish peer support groups.	Feedback from student liberation groups, LGBT Groups, Equality Outcomes 2013-17	All	Employees feel open to disclose their personal circumstances and supported to create peer networks.	E&DP	This action replaces separate actions to create protected characteristic specific networks. There has been a reticence of staff to come forward and be part of University founded groups. It was agreed that networks be supported to develop organically.	Apr-21	In progress
40	Student Office-bearers Support	Support Student Liberation Groups linked to Protected Characteristics.	Legal requirement (meet PSED), Student, staff and visitor feedback, Equality Outcomes 2013-17	All	Clear process and programme in place for collaboration with SU reviewed annually.	E&DP, SU, SWS	Combines action to support Student Union and Student Sports Union across all aspects on equality and diversity. Annual process of reviewing and planning for the coming year in place alongside at least monthly catch-up with central services to plan activities.	2017	Complete and continuing
41	Training, development & support	Improved equality and diversity information for academic mentors.	Student, staff and visitor feedback	All	Training and support materials in place for academic mentors.	E&D with SWS & SU	Training and support materials for academic mentors in place with new materials developed in consultation with students and subject to continuous improvement.	Mar-19	Complete and continuing

42	Transgender	Create process for use of preferred names for students.	Legal requirement (meet PSED), Student, staff and visitor feedback	Transgender	Clear process in place for students.	E&DP, SU, Academic Registry	Draft transitioning guidance developed and consulted with TUs and others has taken place. Need to develop helpful guidance for supporting students too. New Aug 2019 deadline agreed.	Aug-19	In progress
43	Transgender	Create process for use of preferred names for staff	Legal requirement (meet PSED), Student, staff and visitor feedback	Transgender	Clear process in place for students.	E&DP, HRD	Draft transitioning guidance developed and consulted with TUs and others has taken place. Need to develop helpful guidance for supporting students too. New Aug 2019 deadline agreed.	Aug-19	In progress
44	Transgender	Gender neutral toilets at all campuses	Student, staff and visitor feedback	Transgender/ All	Gender neutral facilities available across all UK facilities.	Estates	Signage in place in Scottish Campuses from 2017.	Mar-17	Complete and continuing