

EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2015- 2016

Contents

Introduction from the Vice-Chancellor
Headline statistics 2015 - 2016
Review of objectives 2015 – 2016
Further information on key activities
and achievements
Looking ahead to 2016 - 2017
Further information

Introduction from the Vice-Chancellor

Oxford Brookes is committed to ensuring the very best staff and student experience where **all** our community can flourish in a culture of respect and support, where we celebrate difference, and thrive on each other's success. We aspire to be a sector-leader in the advancement of equality, diversity and inclusion (EDI) and to ensure that policy is translated into effective practice.

As Chair of the University's EDI Advisory Group, it gives me very great pleasure to present our Annual Report for Equality, Diversity and Inclusion for 2015 - 2016. It has been a year with many initiatives happening for the first time and we have made great strides in making our commitment to EDI more visible, particularly through our revised EDI website, newsletter, and an exciting range of events and activities. The latter included a very successful LGBT History Month, which involved both staff and students, as well as involvement in key initiatives under the Athena SWAN and Race Equality Charters and the Stonewall Diversity Champions Programme. As this report goes to press, we are concluding our first celebration of Black History Month. I would like to thank all those involved for their hard work in organising and running events.

The report sets out our headline data for our staff profile. Whilst we enjoy a diverse staff and student profile, we have seen only small positive increases in the representation of BME and disabled staff. These issues will be prioritised through our continued commitment to race equality and we will engage with the Government's new Disability Confident Scheme which has replaced Two Ticks.

The report also describes our progress towards achieving our EDI objectives. There is much to celebrate. However, we recognise that there is still more to be done to realise our aspiration to be a sector-leader in all areas of EDI.

Professor Alistair Fitt
Vice-Chancellor
November 2016

Headline statistics 2015 - 2016

The following data are for **regular staff** as at **31 July 2016**. This is made up of 2194 regular staff (1321 female and 873 male) and does not include Associate Lecturers or casual staff. The diversity profile for students is reported separately in the report “**Oxford Brookes performance against Widening Participation milestones**” available on the website¹.

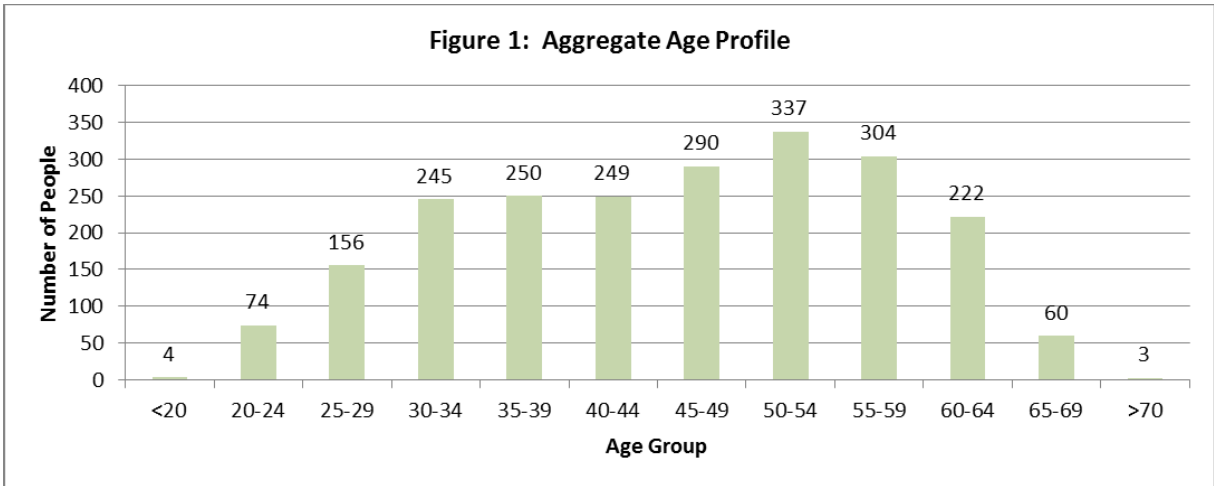
Where references are made to HE Statistics, these are taken from the Equality Challenge Unit report of November 2015. The 2016 report will be published towards the end of November 2016.

Oxford Brookes monitors staff against all the “protected characteristics” defined in the Equality Act 2010². Data are collected during the recruitment process, and staff are also able to update their diversity profile via the HR Portal. Despite this, levels of disclosure in respect of religion or belief and sexual orientation remain lower than other categories. Further steps will be taken to encourage staff to supply this information (which remains confidential) so that we can monitor and, where appropriate, enhance, all aspects of our EDI policy and practice.

The broad diversity profile of the University has once again remained relatively stable with ethnicity showing a small incremental increase.

AGE:

The age profile of the University continues to be skewed to an older workforce albeit with the modal age group dropping to 50-54 compared with 51-55 in 2015. The modal age group in HE in 2015 was 31 – 35³.



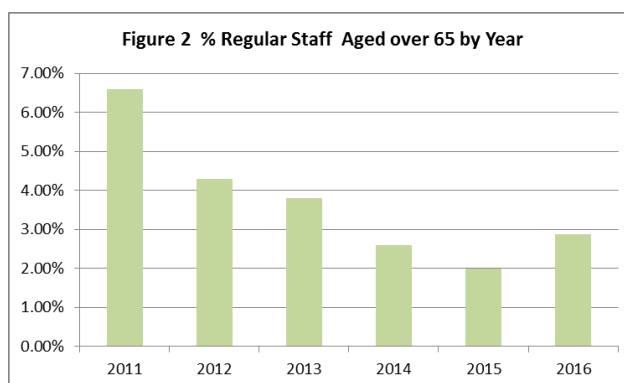
¹ <https://www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion/edi-at-brookes/annual-reports/>

² Protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

³ Equality in Higher Education: statistical report November 2015, Equality Challenge Unit.

Faculty / Directorate	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	>70
Faculty of Business		3	11	12	17	24	32	36	36	30	10	1
Faculty of Health & Life Sciences		6	22	43	51	36	56	60	54	30	12	
Faculty of Humanities & Social Sciences		5	6	26	44	33	41	46	40	34	4	
Faculty of Technology, Design and Environment		8	12	24	25	42	48	52	40	23	18	1
Academic & Student Affairs		13	20	26	23	12	13	19	14	13		
Associate for Learning Technology				2	2							
Brookes' Student Union			4	1	1	3	1	4	1	3		
Corporate Affairs		9	16	30	17	26	15	20	19	9	2	
Estates and Facilities Management	4	17	39	37	28	30	35	44	41	39	8	1
Finance & Legal Services		7	4	7	7	8	12	8	9	8		
Human Resources		2	9	12	11	12	3	14	9	5		
Learning Resources		2	5	13	9	7	15	15	20	20	5	
Oxford Brookes Information Solutions		1	7	12	13	16	18	17	14	7	1	
Senior Management Team		1	1		2		1	2	7	1		

Fewer staff are under 30: 10.6% in 2016 compared with 11.7% in 2015 (and compared with 16.9% in the UK), although there has been a small rise in staff over 65: 2.9% (63 people) in 2016 compared with 2.0% (43 people) in 2015.



DISABILITY:

The proportion of staff who have disclosed a disability has increased slightly from 6.2% in 2015 to 6.4% in 2016.

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16
Whole university	5.5%	5.2%	6.1%	6.7%	6.2%	6.4%

The directorates continue to have higher proportions of staff with a declared disability (see Table 3 below):

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16
Business	5.1%	2.7%	3.0%	3.2%	3.2%	4.2%
Technology, Design and Environment	4.9%	3.9%	5.5%	5.4%	5.3%	5.5%
Health and Life Sciences	4.8%	6.6%	6.8%	8.3%	6.7%	6.2%
Humanities and Social Sciences	3.9%	3.3%	4.0%	4.1%	4.9%	5.4%
Academic and Student Affairs	9.0%	12.0%	12.8%	13.0%	12.9%	16.3%
Association for Learning Technology	33.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Corporate Affairs	7.3%	6.6%	8.1%	8.3%	7.7%	6.7%
Estates and Facilities Management	3.5%	3.5%	5.0%	6.1%	5.6%	4.3%
Finance and Legal Services	4.2%	1.4%	1.4%	5.3%	4.4%	1.4%
Human Resources	10.6%	11.7%	7.8%	10.5%	10.1%	10.4%
Learning Resources	6.2%	5.9%	9.6%	9.2%	9.1%	9.9%
Oxford Brookes Information Solutions	11.7%	9.5%	10.1%	8.4%	4.9%	5.7%
Senior Management Team	15.0%	8.7%	6.7%	0.0%	0.0%	0.0%
Students' Union	6.7%	5.9%	5.6%	5.9%	5.6%	5.6%

The highest levels of disclosure are amongst Professional and Support staff (PSE) at 7.5% with senior staff the lowest at 1.8%.

Staff Group	%	No.
PSE	7.5%	101
Research	4.2%	3
Academic other	3.8%	1
Lecturer	3.7%	3
Senior Lecturer	7.1%	26
PL/Reader	2.3%	3
All senior staff	1.8%	3
Professor	2.5%	2
Academic senior	2.8%	1
Non-academic senior	0.0%	0

Interestingly, disclosure is highest amongst younger employees with 9.0% of staff age 25 – 29 and 8.2% of staff age 30 – 34 declaring a disability.

Age Group	%	No.
15-19	0.0%	0
20-24	8.1%	6
25-29	9.0%	14
30-34	8.2%	20
35-39	6.0%	15
40-44	6.8%	17
45-49	4.1%	12
50-54	5.6%	19
55-59	5.9%	18
60-64	7.2%	16
65-69	5.0%	3
70-74	0.0%	0

Gender makes little difference to disclosure with 6.5% of women and 6.2% of men declaring a disability.

With only 50% of disabled people of working age being in employment (compared with 80% of non-disabled people), the Government is encouraging employers to facilitate the employment of disabled people.

GENDER:

The proportion of women and men in the workforce at Brookes has remained fairly constant since 2010 with women at 60.2% and men at 39.8%. The proportion of women in the workforce at Brookes remains higher than the HE sector average (54%).

Detailed analysis has been undertaken as part of our successful institutional Athena SWAN application.

Of c. 757 academic/research staff, 54% are female (compared with 45% nationally). There are more women than men in all staff groups except the professoriate at 42% (23% nationally).

Women make up 63% of Professional & Support staff. Overall, there has been an increase in women in senior posts from 44.9% in 2015 to 46.4% in 2016.

The proportions of male and female staff by faculty and directorate is shown in Table 6 below. OBIS continues to have the lowest proportion of female staff.

	Female		Male	
	%	No.	%	No.
Faculty of Business	64.6%	137	35.4%	75
Faculty of Health & Life Science	66.5%	246	33.5%	124
Faculty of Humanities & Social Sciences	63.8%	178	36.2%	101
Faculty of Technology, Design & Environment	44.0%	129	56.0%	164
Academic & Student Affairs	71.2%	109	28.8%	44
Associate for Learning Technology	50.0%	2	50.0%	2
Brookes' Student Union	55.6%	10	44.4%	8
Corporate Affairs	74.2%	121	25.8%	42
Estates & Facilities Management	49.2%	159	50.8%	164
Finance & Legal Services	65.7%	46	34.3%	24
Human Resources	81.8%	63	18.2%	14
Learning Resources	77.5%	86	22.5%	25
Oxford Brookes Information Solutions	23.6%	25	76.4%	81
Senior Management Team	66.7%	10	33.3%	5

Women continue to outnumber men amongst part-time staff. As part of our Athena Swan action plan, we will look at ways to support the career development of part-time staff.

	Female		Male	
	%	No.	%	No.
Full time	52.2%	766	47.8%	701
Part time	76.3%	555	23.7%	172

ETHNICITY:

The proportion of staff describing themselves as Black or Minority Ethnic (BME) continues to increase, albeit slowly, and now stands at 10.0%. This is a similar proportion, albeit now slightly higher, to Oxfordshire (9.2%⁴) but lower than the BME population of the City of Oxford (22.4%⁵) and indeed lower than the HE sector as a whole (11.7% in 2015⁶).

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16
Whole University	7.8%	8.6%	8.9%	9.2%	9.9%	10.00%

BME staff have the highest representation amongst Research staff (15.5%) with many being international staff. BME representation at senior level remains low.

	%	No.
PSE	10.1%	136
Research	15.5%	11
Academic other	15.4%	4
Lecturer	9.8%	8
Senior Lecturer	13.1%	48
PL/Reader	3.8%	5
All senior staff	4.8%	8
Professor	6.3%	5
Academic senior	5.6%	2
Non-academic senior	1.9%	1

The most diverse faculty is TDE with 15.4% BME staff with Business close behind with 12.3%. Of the Directorates, Finance and Legal Services, Corporate Affairs and OBIS have the highest proportions of BME staff at 18.6%, 15.3% and 14.2% respectively (see Table 10).

⁴ 2011 Census

⁵ Ibid.

⁶ Equality in Higher Education: statistical report November 2015, Equality Challenge Unit.

Table 10 % Staff from BME Groups by Faculty/Directorate						
	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16
Business	7.9%	10.5%	9.6%	10.0%	13.3%	12.30%
Technology, Design and Environment	14.6%	13.4%	15.8%	15.4%	15.9%	15.40%
Health and Life Sciences	5.4%	6.1%	8.0%	8.0%	7.8%	9.20%
Humanities and Social Sciences	3.9%	5.9%	6.0%	5.1%	5.9%	5.70%
Academic and Student Affairs	6.1%	6.0%	6.4%	7.9%	9.3%	5.90%
Association for Learning Technology	33.3%	0.0%	0.0%	0.0%	0.0%	0%
Corporate Affairs	9.4%	11.7%	9.4%	12.8%	15.5%	15.30%
Estates and Facilities Management	10.4%	11.5%	10.1%	10.4%	9.1%	8.70%
Finance and Legal Services	11.1%	5.7%	9.9%	9.3%	17.4%	18.60%
Human Resources	1.5%	3.3%	0.0%	3.0%	4.4%	2.60%
Learning Resources	3.9%	2.5%	2.6%	3.3%	3.6%	4.50%
Oxford Brookes Information Solutions	7.8%	9.5%	9.0%	9.5%	8.7%	14.20%
Senior Management Team	0.0%	0.0%	0.0%	0.0%	0.0%	0%
Students' Union	6.7%	17.7%	16.7%	11.8%	5.6%	11.10%

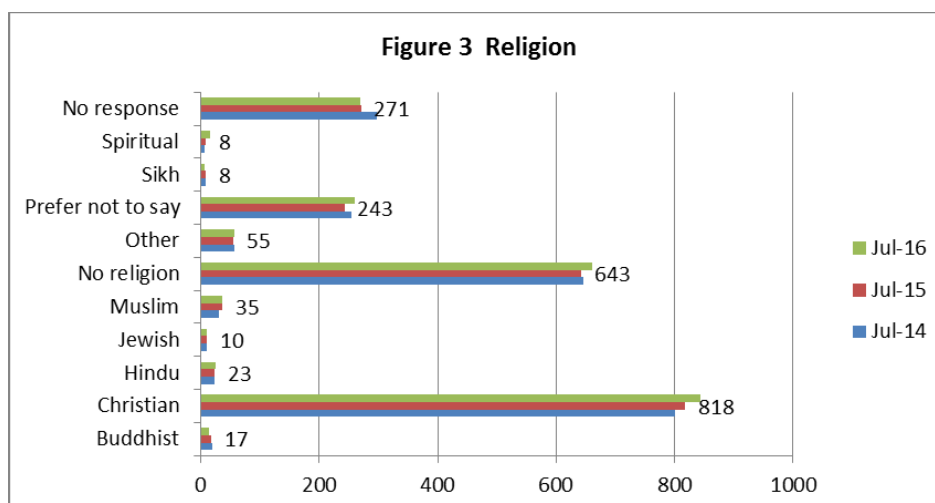
There is only a small difference between genders with the proportion of men from BME backgrounds being slightly higher at 10.3% compared with 9.8% women.

Table 11 Staff from BME Groups by Gender		
	%	No.
Female	9.8%	130
Male	10.3%	90

The Race Equality steering group, chaired by Professor Anne-Marie Kilday, is developing an action plan to improve the recruitment and career development of BME colleagues.

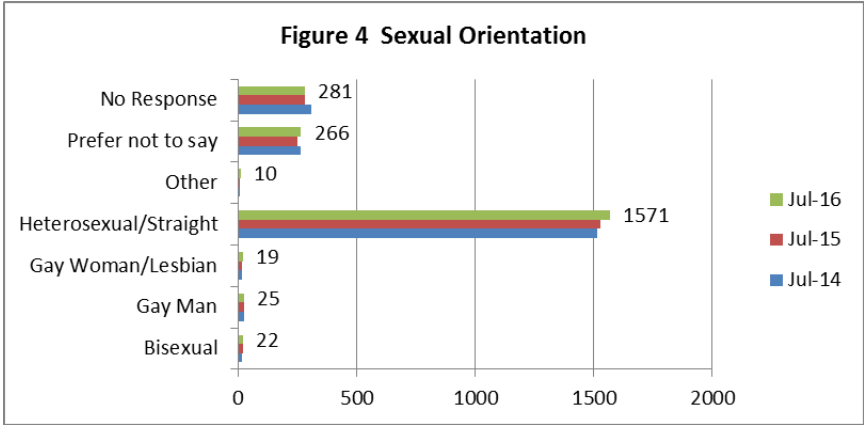
RELIGION OR BELIEF (INCLUDING LACK OF BELIEF):

Again, very little change from 2015, with the highest proportion of disclosure for Christian staff (38.5% in 2016 compared with 38.4% in 2015) and those of no religion (30.1% in both years). The levels of non-disclosure remain similarly high with 24.0% in 2016 compared with 24.1% in 2015.



SEXUAL ORIENTATION:

High levels of non-disclosure reduce the reliability of data under this category. In 2016, 24.9% (25.0% in 2015) of staff had either chosen not to respond to this category or the data was missing. Overall, 3.5% of staff positively identified as being either bisexual, a gay man, a gay woman/lesbian or another category, compared with 3.2% in 2015.



OTHER PROTECTED CHARACTERISTICS:

Responses in other categories are too small to provide anonymous reports.

Review of objectives 2015 - 2016

The University's **EDI Strategy 2015 - 2018** provides the framework for our EDI work at Brookes. It sets out our Equality Objectives and our Action Plan. As we have completed our second year of operation of the plan, and moving into the third, we can see that significant progress is being made in embedding EDI. The EDI Action Plan sits alongside other University action plans, namely those supporting Athena SWAN, Race Equality and the HR Excellence in Research Award.

The EDI Strategy is overseen by the EDI Advisory Group (EDIAG), chaired by the Vice-Chancellor and reporting to Executive Board. The EDIAG has increased its representation of staff from key areas of the University and now includes both Chairs of the Athena SWAN and Race Equality Self-Assessment teams. The EDIAG also oversees the work of the Multi-faith Advisory Group and the new Estates Disabilities Working Group. There is also a separate Learning Resources Equality, Diversity and Inclusion Group.

Day to day responsibility for EDI rests with the Human Resource Directorate (primarily in respect of staff) and Wellbeing in Academic and Student Affairs (for students). The EDIAG met on three occasions during 2015 - 2016 on 20 October 2015, 10 February 2016 and 14 June 2016, to monitor progress against objectives and contribute to the development of EDI policy and practice.

Progress against the EDI action plan is summarised below.

1 **Work towards a more diverse workforce and ensure opportunities for learning, personal development and employment promote EDI.**

Gender equality

- The University submitted a successful application for renewal of the Athena SWAN Bronze Award in April 2016 under the new gender charter. Brookes is one of only five universities to have gained the new award. A steering group is being established to oversee delivery of the Action Plan.
- The University successfully renewed its accreditation under the HR Excellence in Research charter. This European award recognises institutional commitment to the development of research staff.
- An Equal Pay Review was completed in June 2016. This showed that the University is continuing to manage its reward system in an equitable way and meeting its legal obligation in respect of equal pay for work of equal value. No significant pay gaps at grade level were found. However, there are overall pay gaps in respect of gender, ethnicity and disability when the mean salaries for women, BME staff and disabled staff are compared with the mean salaries for men, white staff and non-disabled staff respectively. The principal reason for these gaps is the disproportionately higher representation of the former groups in lower grades. Recruitment and career progression will be addressed through the

Athena SWAN and Race Equality action plans, as well as through our ongoing diversity programmes (Aurora⁷, Springboard and Navigator⁸).

Race equality

- A group, chaired by Professor Anne-Marie Kilday, has been convened to work towards making a future re-application for the ECU Race Equality Charter. The group is developing an action plan to advance race equality within the institution.
- A BME staff network group has been set up with the assistance of Kanja Sesay, EDI Adviser (Students). Membership is growing and terms of reference are being developed. The group has contributed to the development of our inaugural celebration of Black History Month in October 2016.

LGBT equality

- The LGBT+ Forum is thriving. Chaired by Sebastian Blake (Quality Manager, Environmental Services), the Forum is developing collaborative work with Brookes Union, as well as the Oxford Area LGBT Network.
- The group contributed to a successful programme of activities for our inaugural celebration of LGBT History Month during February 2016.
- The Brookes Leadership Programme was launched in February 2016 with a key module on Inclusivity and Fairness, developed and delivered by the HR Business Partnership Manager (EDI).

Disability Equality

- A university group has been established to support the improvement of accessibility across our physical estate.

2 Ensure all employees, students and other individuals are treated with dignity and respect.

- The new Multi-faith Chaplaincy Space opened early in January 2016 in the Buckley Building and now offers versatile space for prayer and quiet reflection, as well as hospitality and support for individuals and groups.
- A revised new policy on harassment and bullying is being developed which will cover both staff and students. Harassment Advisers will be identified and trained to support staff in relation to the policy.

⁷ The Aurora Programme is run by the Leadership Foundation for Higher Education and is designed to encourage women to move into leadership positions. Co-ordinated by OCSLD, in 2015-2016, Brookes has sponsored 21 staff to attend.

⁸ Springboard and Navigator are personal development programmes for women and men respectively organised by OCSLD.

3 Reflect EDI values in our governance and decision-making

- Work is in hand to increase the diversity of those who apply for the role of independent governors, as well as to develop the pipeline of future applicants by creating other opportunities to engage with the University.

4 Promote awareness of our EDI values and policy

- After a successful first year of operation, work is taking place to enhance the online Moodle module for the mandatory recruitment and selection training.
- A customised pilot workshop on Meeting Diverse Customer Needs for Sports Centre staff was developed and delivered by Jane Butcher (EDI Adviser, Staff) as part of a responsive approach to EDI development for specific staff groups.
- Two EDI newsletters were produced by Jane Butcher and shared widely across the University and hosted on the EDI webpages. A number of articles were run in Onstream in connection with Black History Month and LGBT History Month activities.
- A number of high-profile lectures and events were held to promote EDI (see below for further information).

5 Provide a safe, supportive and welcoming environment for students, staff and visitors

- The EDI content of the “Welcome to Brookes” mandatory half day session has been fully revised and further information on staff networks will be available on the new starters webpage.
- A co-ordinating group between HR and Wellbeing has been set up to ensure co-ordination of effort.

Further information on key activities and achievements 2015 - 2016

The visibility of EDI has been enhanced through an increasing wealth of events and activities across the year.

Women on Boards: Closing the Gender Gap, 21 October 2015. Professor Simonetta Manfredi (Director of the Oxford Brookes Centre for Diversity Policy Research and Practice) chaired a lively debate between Lord Davies of Abersoch and Helena Morrissey (30% Club) on women's representation on company boards.

In celebration of **Black History Month 2015**, Rob Berkeley MBE, former director of the Runnymede Trust and currently working with the BBC, was welcomed by Professor Anne-

The logo for Black History Month 2015 features the words "BLACK HISTORY" in a bold, black, sans-serif font. The letter "O" in "HISTORY" is replaced by a circular icon containing a stylized human figure with arms raised, colored in rainbow. Below "BLACK HISTORY" is the word "MONTH" in the same font, followed by "2015" in a larger, blue, sans-serif font.

Marie Kilday on 2 November 2015 for an inspiring and challenging conversation with staff and students on the changing discourse of race equality in the UK over the past 50 years. (A more extensive programme of events to mark Black History Month was run in October 2016.)

The **Interfaith Week Lecture**, "Where is God in the Modern University", took place on 19 November 2015. This took the form of a panel discussion hosted by the Multi-faith Chaplaincy on the role of faith, belief and non-belief in 21st century higher education.

Brookes' celebrated its first ever **LGBT History Month** in February 2016 with a series of LGBT focused events including:



- coffee mornings on a different campus every week in February;
- an open discussion on "What can we learn from LGBT+ people of faith?", organised by the Multi-faith Chaplaincy;
- screening of the film "Pride" by Brookes' Union Sunday night cinema;
- screening of the documentary "The case against 8" by OBU Documentary Club, and
- keynote lecture, "Of Ouija Boards and the Fourth Dimension: Queer American Poetry and the World Beyond" delivered by Dr Niall Munro of the Faculty of Humanities and Social Sciences.

We are very grateful to Professor Anne-Marie Kilday for sponsoring the LGBT History Month and also to Jayne Stuart, Learning Resources, both for making many of the initial contacts for events and producing the publicity material.

Kanja Sesay, the EDI Adviser (Students) has assisted in setting up an LGBT+ student group which now meets regularly every Wednesday afternoon. There have been discussions around student safety and the need for a diverse curriculum.

March 2016 heralded the University's first ever **One World Week** (7 - 11 March 2016) where a series of free internationally-themed events were organised by Brookes' Union societies



and university departments. The aim of the project was to celebrate the diversity and uniqueness of the many cultures and people that we have at Brookes.

A **Religious Festivals and Events Calendar** (<https://www.brookes.ac.uk/staff/working-at-brookes/brookes-calendar/>) has been set up by Kanja Sesay to sit alongside the University Calendar so as to prevent academic deadlines clashing with any faith celebrations.

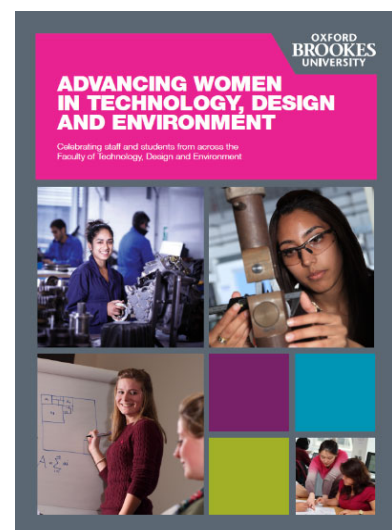
International Women's Day was celebrated by the University on 14 March 2016 by a panel event on the theme of "Celebrating Women's Empowerment". The panel included Professor Tina Miller (Professor of Sociology, OBU), Malia Bouattia (NUS Black Students' Officer), Lindsay Williams (PLSE and Teaching Fellow, Faculty of Business), and Zarah Latif (Master of Public Policy candidate at Blavatnik School of Government, University of Oxford).

The **Faculty of Technology, Design and Environment** marked International Women's Day on 8 March 2016 by hosting a special event designed to support the advancement of women. Special guest was Sandi Rhys Jones who runs Rhys-Jones Consultants and has spent many years promoting women in the construction industry through organisations such as Women in Property and WISE.

The Faculty also launched a booklet, "**Advancing Women in Technology, Design and Environment**", featuring inspiring role models and stories of women in the Faculty.

TDE, in collaboration with the UK Recruitment and Partnerships team, was successful in securing Equality Challenge Unit funding under the "**Increasing diversity: recruiting students from underrepresented groups**"

banner for a project to focus on creative ways to increase the number of female students studying subjects in our Department of Mechanical Engineering and Mathematical Sciences.



Between January 2016 and April 2016, 35 staff from the Faculty of Business attended sessions on **Inclusivity in the Classroom** delivered by Neil Currant (OCSLD), Lindsay Williams (Faculty of Business) and Kanja Sesay (EDI Adviser). These sessions were designed to provide practical, hands-on advice on key challenges and feedback was very positive.

On 11 May 2016, Professor June Girvin, Pro Vice-Chancellor and Dean of the Faculty of Health and Life Sciences, delivered a public lecture, “**Reflections on Nursing, Leadership and a fabulous working life**” outlining her 40-year career spanning practice, management and senior leadership in the NHS and in higher education.



The **Annual Athena SWAN Lecture** was delivered by Professor Kathy Willis, Director of Science, the Royal Botanic Gardens, Kew, on 15 June 2016 on the theme of “Biodiversity conservation in the 21st century - what plants should we conserve and where?”

Also in June 2016, we saw Brookes’ first ever participation in **Oxford Pride** where members of the LGBT+ Forum and allies carried the OBU banner and donned the vibrant green OBU T-shirts in the parade through the City of Oxford.



On a sadder note, members of the Forum, students and allies joined with staff and students from Oxford University in a vigil on 15 June to commemorate the 50 people who died in the shooting at Pulse, the gay club, in Orlando, Florida.

Looking ahead to 2016 - 2017

As we enter another busy year, key areas for action will include:

- Submitting the Faculty of Technology, Design and Environment’s application for a departmental Athena SWAN bronze award in November 2016.
- Completing and promoting new and revised policies and support for Bullying and Harassment, Trans Inclusion, and Flexible Working.
- Completing a review of EDI training following re-scoping exercise with ECU consultant in December 2016.

- Completing the review of provision for disabled staff and developing guidance for managers (reflecting the new guidelines for the Government's "Disability Confident" scheme).
- Running a programme of events for Black History Month (October), LGBT History Month (February) and International Women's Day (March).
- Key actions will be taken forward under the Athena SWAN action plan and the Race Equality Action Plan.

The University will also be considering how the EDI objectives can be extended to student-related issues and the EDI Adviser (Students) has attended a number of conferences and is considering a number of student-related issues in order to assist in determining priorities. These include:

- **AMOSSHE-Sexual Harassment conference:** This included a workshop on the Lad Culture delivered by the NUS Women's Officer who defined Lad culture as a group or 'pack' mentality residing in activities such as sport, heavy alcohol consumptions and 'banter' which is often sexist, misogynistic, racist or homophobic. Objectification of women and rape-supportive attitudes. 1 in 7 students had experience a serious physical or sexual assault during their time as a student. 68% were victims of one or more kinds of sexual harassment on campus during their time as a student.
- **Greenwich BME Attainment Conference:** update on sector data as well as activities that seek to tackle the attainment gap.
- **Paper on Students with caring responsibility:** Services and support are often not directed towards students with caring responsibilities as they usually remain hidden. Research around this area is also very limited. This document has been written to put forward the need for support for students with caring responsibilities. This is as a result of the need to provide support to this group of students, which it is believed is currently limited in our offer to this group of students.
- Kanja Sesay is participating in a number of key groups which is vital to ensure student-related EDI issues are discussed and stay on the agenda. These include the Widening Participation Advisory Group, Equality Diversity Inclusion Advisory Group, Multi-faith Advisory Board, Prevent Duty Advisory Group, Race Equality Steering Group and Estates Disability Issues.

Further information

Comments or queries about this report are welcomed. Please send them to:

Elaine Dagnall
 HR Business Partnership Manager (EDI)
 Directorate of Human Resources
 Oxford Brookes University
 Wheatley Campus
 Oxford
 OX33 1HX

Email: edagnall@brookes.ac.uk

Further information on all aspects of Brookes' EDI work, including details of staff networks, can be found on the EDI webpages (<https://www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion/>).

Directorate of Human Resources
November 2016