

OXFORD BROOKES UNIVERSITY RACE EQUALITY ACTION PLAN 2017/18

This document pulls out the key race equality actions to be initiated or completed over a given academic year to ensure that the broader institutional Race Equality Strategy (RES) is successfully managed and achieves all of its objectives. By creating the action plan in this way it is hoped that the objectives will be more manageable and realistic, whilst still emphasising the commitment of Oxford Brookes to race equality as part of its equality, inclusion and diversity agenda. [N.B. Actions already completed in this academic year have not been included.]

Planned action or objective	Key activities	Person/s Responsible	Success criteria and outcome
A1 Ensure OBU has appropriate data to implement, monitor and enhance its strategy on race equality.	A1.1 Initiate project of cross-institutional promotion of self-declaration of protected characteristics on paperwork. A1.2 Systematic data collection in relation to ethnicity of staff and students	A1.1-A1.2 Director of HR/SMT	Statistical decrease in staff/students with 'unknown' ethnicity status. Quality and completeness of data improved.
B1 Set up infrastructures to promote race equality at OBU	B1.1 Review and enhance membership of RESG. B1.2 Establish/ enhance BME staff and student networks. B1.3 Actively promote EDI newsletter ensuring race equality features in this.	B1.1-B1.3 Chair of Race Equality Steering Group (RESG)/EDI Adviser for Students/EDI Adviser for Staff	More visible and transparent commitment to race equality with senior-level commitment.
C1. Improve OBU profile as employer of choice for BME candidates through targeted action to diversify the pool of applicants.	C1.1 Analyse recruitment and selection data via pilot project in Business School; review all appointments and identify any key areas where potential bias is evident.	C1.1-C1.2 HR Business Partner to Business School and EDI Adviser	A statistical increase in the number of job applications received from BME applicants. BME applicants shortlisted and appointed in proportion to number that apply.

	<p>C1.2 Based on C1.1 above, undertake review of sample of recruitment decisions paperwork and report recommendations to SMT.</p> <p>C1.3 Review placement of vacancy advertising to ensure appropriate encouragement is given to potential BME candidates. Agree and include a 'positive action statement' in all recruitment advertising.</p>	<p>C1.3 Director of HR/ all PVC Deans, Directors and Faculty Head of Operations.</p>	
<p>E2. Enhance BME staff experience in relation to social and cultural opportunities in order to diversify the institutional culture more generally.</p>	<p>E2.1 Ensure greater support for existing staff groups and networks in order to maximise inclusivity and create opportunities for social/cultural interaction.</p> <p>E2.2 Populate and update EDI events calendar with links to local community events and networks and encourage BME staff to contribute to this.</p> <p>E2.3 Establish annual social event for staff to facilitate interactions and raise profile of equality and diversity issues.</p> <p>E2.4 Ensure appropriate diversity and inclusivity in the OBU Public Lecture series.</p>	<p>E2.1-E2.3 PVC Staff Experience/ EDI Adviser for Staff.</p> <p>E2.4 PVC Staff Experience/OBU Events Manager.</p>	<p>Enhanced inclusivity across institution. Greater number of opportunities created for social and cultural interactions. Improved staff survey results.</p>

<p>G1. Improve degree attainment scores amongst BME students over next three years.</p>	<p>G1.1 Section to be added to Faculty Annual Review template and Annual Planning templates to ensure auditing of faculty actions relating to BME student performance. G1.2 Promote successful staff development activities linked to reducing attainment gap.</p>	<p>G1.1 Faculty ADSEs/ Head of APQO. G1.2 Head of OCSLD</p>	<p>More academic staff aware of pertinent issues, measured by the quality of completed templates. Reduced attainment gap between BME and non-BME students.</p>
<p>H3. Maintain and enhance (where possible) the high standards of academic support for BME students</p>	<p>H3.1 Strengthen aspects of PCTHE re inclusive teaching and challenging student perceptions and behaviours in relation ethnicity and race. H3.2 Diversify and promote resources for inclusive teaching.</p>	<p>H3.1-H3.2 Chair of RESG and PESE2 Project Sponsor/PVC Student Experience/ Faculty ADSEs/ Head of OCSLD.</p>	<p>No statistically significant difference in NSS results between BME UK and BME non-UK compared to white UK and white non-UK students.</p>
<p>H4. Enhance BME student experience in relation to their inclusion in the discussion of institutional and sector-wide issues.</p>	<p>H4.1 Work with Brookes' Union (BU) to ensure healthy cohort of BME Student Reps appointed to promote and enhance the student experience at the University.</p>	<p>H4.1 GM of BU/BU Ethnic Minority Students' Officer/ PVC Student Experience.</p>	<p>Enhanced representation of BME students at OBU alongside greater inclusivity and the facilitation of improved channels of communication between the institution and its student body as evidenced by improved scores to above sector average in the NSS.</p>
<p>H5. Enhance BME student experience in relation to social and cultural opportunities and the general culture of the institution</p>	<p>H5.2 Support BU in enhancing student engagement with programme of social and educational activities promoting and celebrating racial and ethnic diversity.</p>	<p>H5.2 GM of BU/PVC Student Experience/ BU Ethnic Minority Students' Officer/ Faculty ADSEs.</p>	<p>Enhanced inclusivity across OBU and more opportunities created for social and cultural interactions evidenced by improved scores in the NSS. Greater awareness of work of BU in the promotion and facilitation of discussion related to race and ethnicity.</p>