



Race Equality Action Plan

2021/22



Nottingham Trent
University

Introduction

Throughout 2019-2020, the Vice-Chancellor listened to the views of students and colleagues from Black, South Asian, South East Asian and other ethnically and culturally diverse communities, including members of the Race Ethnicity and Cultural Heritage (REACH) Network and the Black Leadership Programme. Subsequently, the University Executive Team (UET) consulted on a draft Race Equality Action Plan (REAP1), a programme of short-term actions to underpin the medium-term achievement of a step change in race equality within NTU. The REAP1 was agreed by Academic Board and thereafter by Board of Governors and designed to deliver tangible results within the 2020/21 academic year. An update on progress can be found [here](#).

To maintain a clear focus and continue to advance our progress, the University has put in place a second twelve month Race Equality Action Plan (REAP2) with targets set for the academic year 2021/2022. This is presented below.

NTU is on a much longer and deeper journey to tackle racism and racial inequalities. REAP2 underpins the work that is being undertaken by the Race Equality Charter Self Assessment Team (RECSAT) as part of NTU's commitment to achieving Advance HE's Race Equality Charter. Further information on the submission will be available by the end of the spring term 2022.

REAP2 builds on the previous year's plan and thus some activities, particularly in relation to recruitment and training, continue. REAP2 identifies auditing and reporting interventions to ensure that race equality is embedded within NTU practice at all levels.

Some of the actions identified in these REAPs relate to all protected characteristics. These appear in the wider EDI Action Plan that will be in place by 2022/23.

REAP2 has been developed and shaped through a broad consultation and review exercise, encompassing:

- Race Equality Charter Self Assessment Team (RECSAT) (including NTSU membership)
- University's Shadow Executive Team (USET)
- University Executive Team
- Academic Board
- Board of Governors

For further information or if you wish to provide feedback on the plan please email equality@ntu.ac.uk

Objective 1: Become an anti-racist institution

Action	Purpose	Timeframe	Lead
NTU Appraisal Objective expectation for 2021/22: colleagues to complete the mandatory Anti-racism and White Privilege online training module	Support the learning and awareness of colleagues	During 2021/2022	University Leadership Team
Launch NTU's Student Anti-racism online learning syllabus	Support NTU students in developing understanding of racism and white privilege	Term One 2021	Equality Diversity and Inclusion Team
Monitor and then report on take-up of NTU's Student Anti-racism online learning syllabus	<ol style="list-style-type: none"> Measure engagement Identify opportunities to improve engagement levels where relevant 	Term Two 2022	Equality Diversity and Inclusion Team
Introduce an anti-racism workshop (in-person) that supplements the online learning materials that have been made available to: <ol style="list-style-type: none"> Students Colleagues 	<ol style="list-style-type: none"> Provide students and colleagues with opportunities to further their learning increase their confidence and ability to exercise anti-racism within their everyday lives 	Term Three 2022	Equality Diversity and Inclusion Team
Develop and co-create with students video case studies to support educational awareness and learning in the following areas: <ul style="list-style-type: none"> Micro-aggressions Handling complaints and investigations 	<ol style="list-style-type: none"> Support NTU colleagues and students in developing understanding of how racism manifests in everyday processes and systems Provide practical steps/examples of how to prevent or stop racism occurring 	First project: Micro-aggressions Term One 2021. Second project: Handling complaints and investigations Term Two 2022	Equality Diversity and Inclusion Team
NTU Sports Club Presidents and Chairs to receive Equality, Diversity and Inclusion (EDI) training	<ol style="list-style-type: none"> Directly support Presidents and Chairs to understand EDI Ensure Sports Presidents and Committee Chairs become positive change agents for inclusion in their roles 	Pilot Term One 2021 Rollout Term Two 2022	NTU Sports
Host a programme of activities to raise awareness and challenge Islamophobia within society as part of Islamophobia Awareness Month 2021	Raise awareness and contribute to the wider development of our NTU community in terms of religion and race literacy and understanding of Islamophobia as a component of racism	Term One 2021	School of Arts and Humanities

Objective 2: Improve the representation of Black, South Asian, South East Asian and other ethnicities where underrepresented at NTU

Action	Purpose	Timeframe	Lead
Diversify the Professoriate: Undertake a piece of work to understand the lived experiences of academic colleagues to identify the challenges and barriers for Black, South Asian, South East Asian and other ethnicities in achieving internal promotion to the professoriate	<ul style="list-style-type: none"> a) To create accessible pathways to development and promotion b) Develop a set of actionable recommendations to inform the promotion round in 2022/23 	Term Two 2022	Human Resources and Organisational Development
Undertake a project that will seek to understand the perceptions and aspirations of professional services colleagues. Phase 1. Grades A-D (Campus Services and Estates) Phase 2. Grade E-I	Develop a set of actionable recommendations that identify: <ul style="list-style-type: none"> a) opportunities for career progression b) support activities to enable progression 	Phase 1: Term Two 2022 Phase 2: Term Three 2022	Human Resources
Identify, develop and articulate a clear set of flexible approaches within the NTU recruitment process that supports increased diversification at each stage of the process building upon a clear understanding of positive action	<ul style="list-style-type: none"> a) Support line managers in approaches to widen their recruitment practices to encourage diversity b) Showcase examples of good practice in the 'art of the possible' 	Term One 2021	Equality Diversity and Inclusion Team
Deliver a recruitment and attraction campaign, promoting HE careers to our local community, potentially under the auspices of 'Universities for Nottingham'	<ul style="list-style-type: none"> a) Promote careers opportunities in HE to our local Black, South Asian, South East Asian and other ethnic communities 	Engagement project to run throughout academic year 2021/2022	Human Resources

Objective 3: Enable Black, South Asian, South East Asian and other ethnicities within NTU's community of students and colleagues to engage and influence NTU in order to strengthen a sense of belonging

Action	Purpose	Timeframe	Lead
Increase participation in the Black Leadership Programme to achieve 100 Black delegates in 2021/22	<ul style="list-style-type: none"> a) Contribute towards closing the gap in degree outcomes between Black and White students. b) Advance and support a sense of belonging and mattering 	BLP cohort to run throughout 2022	Centre for Student Community Engagement
<p>Undertake a piece of work that will explore with other underrepresented demographics within our student community the potential for the expansion of the Black Leadership Programme</p> <p>Scope a similar leadership programme, with content shaped 'to speak to' the identified needs of these specific groups</p>	<ul style="list-style-type: none"> a) Take the learning from the experiences of running the Black Leadership Programme and where applicable apply these to enable other underrepresented demographics to support their sense of belonging and mattering b) Inform and shape the advanced offering for the academic year 2022/23 	Throughout 2021/22	Centre for Student Community Engagement
Introduce an annual audit and report on the take-up of the diverse recruitment pool initiative under REAP1, to include the experiences of 'Diverse Recruitment Panel' pool members and of recruiting managers	<ul style="list-style-type: none"> a) Evaluate impact b) Identify gaps and opportunities for improvement 	Term One 2021	Equality Diversity and Inclusion Team
Review and support the role of current and the potential development of new employee networks and their engagement in the decision-making processes within NTU	<ul style="list-style-type: none"> a) Provide a supportive governance structure b) Clarify roles, responsibilities, and expectations c) Provide transparent recognition and support d) Develop and support Chairs or Co-chairs in their roles e) Support sustainability through succession planning f) Measure the impact of the integration of the networks within the University infrastructure e.g. through policy/ guidance development g) Implement and operationalise the outcomes for academic year 2022/23 	Project to run throughout academic year 2021/2022	Human Resources

Objective 4: Embed mechanisms that support a culture of organisational listening to sustain an open and ongoing dialogue for continuous learning

Action	Purpose	Timeframe	Lead
Administer the Student and Employee Race Equality Charter Surveys	<ul style="list-style-type: none"> a) Seek the views and experiences of students and colleagues in relation to race equality and NTU b) Generate data to inform NTU learning and future actions 	Term One 2021	Equality Diversity and Inclusion Team
Review of student leaver processes, including data collection	<ul style="list-style-type: none"> a) Review the processes by which these data are captured and used b) Identify student journey opportunities to 'catch' and support students c) Identify where and if there are opportunities for improvement to processes and procedures. d) Develop a set of actionable recommendations 	Term One 2021 Term Two 2022 Term Two 2022 Term Three 2022	Academic Registry and Equality Diversity and Inclusion Team
Deliver phase two of the employee leavers process review (exit interviews)	To gather insights from leavers that may help inform potential future actions and interventions	Term Three 2022	Equality Diversity and Inclusion Team
Organisational Listening and Engagement event: 'Let's Talk About ... EDI'	Sustain an open dialogue for continued organisational learning	Term Three 2022	University Executive Team
Address the organisational separation of EDI work across NTU	<ul style="list-style-type: none"> a) Create shared understanding of the problem and consequences of this separation b) Articulate the desired future state and organisational gaps between the current and desired state c) Identify options and recommend priorities and approaches to bridge the gaps 	Explore phase: Term One 2021 Identify options, priorities and preferred solutions by Term Two 2022 Implement the outcomes by academic year 2022/23 at the latest	Human Resources Director and Deputy Vice Chancellor for Academic Development & Performance
Further development of the supportive complaints process: digital platform to report and support complaints	<ul style="list-style-type: none"> a) Facilitate easier reporting and data capture of issues raised b) Provide immediate access to information and signposting to services that could support a complainant 	Implement and make operational for academic year 2022/23	Academic Registry Student Services Human Resources Equality Diversity and Inclusion Team Digital Technologies

Objective 5: Decolonialising the curriculum.

Action	Purpose	Timeframe	Lead
Provide a workshop series to engage colleagues and students in a process of learning about curricula decolonisation	Create a critical mass of understanding about the meaning of curricula decolonisation and what it entails	Terms One and Two 2021/22	Curricula Decolonisation Lead
Decolonial scholarship support: identify decolonisation scholarship needs	Support the development of decolonial scholarship in all schools and disciplines as it relates to their specialisms	Term Two 2022	Curricula Decolonisation Lead
Diversifying the library collection(s): scrutinise the increase in the diversity of the collection and use of the new resources by students and staff	Data gathered will help NTU to develop a comprehensive picture of the make-up of resource lists and to examine trends over time	Terms Two and Three 2022	Curricula Decolonisation Lead with Libraries and Learning Resources



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For further information please visit ntu.ac.uk/equality
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