

# Equality, Diversity & Inclusion

## Employee & Student Annual Statistical Report 2018/19



We are pleased to present our 2018/19 annual employee and student statistical report. NTU are fully committed to creating an inclusive environment that values diversity and promotes inclusion.

Our duty to collect, monitor and report on employee and student equality characteristics is not just a legal duty that we fulfil, it informs what we do and enables us to make positive changes to the culture, policies and environment at NTU.

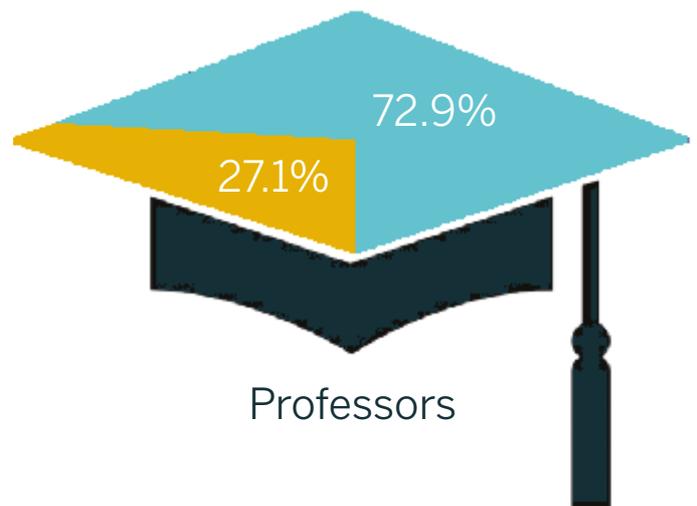
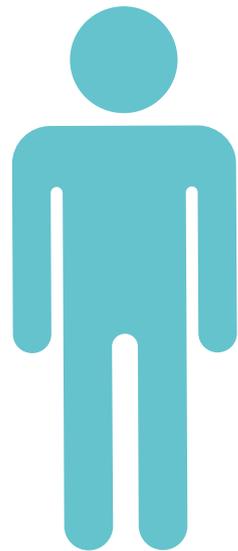
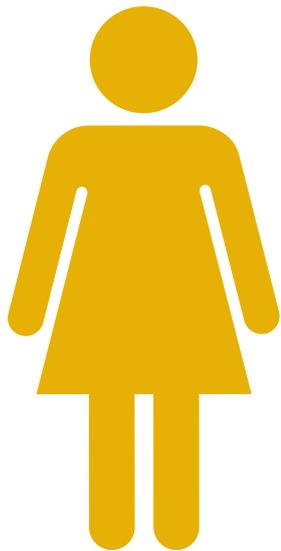
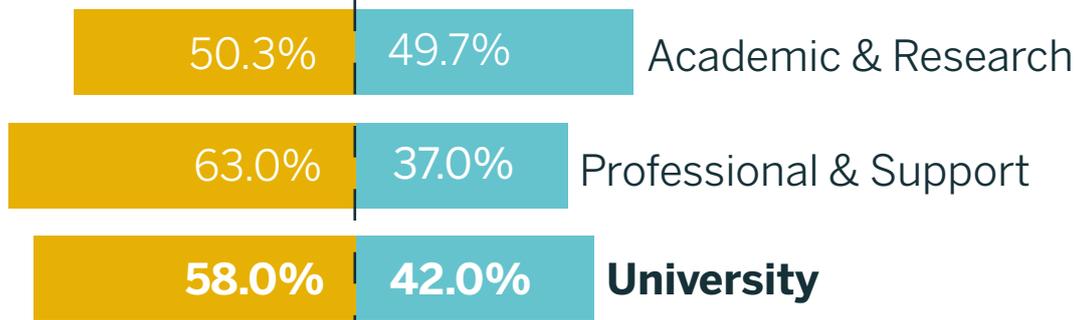
In this report we share key statistics and trends and outline some, but not all, of the great pieces of work that have been undertaken to further the Equality, Diversity and Inclusion agenda. We'll also hear how this work directly makes a difference to colleagues and students at NTU.

To request an accessible version of this report please contact [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk).

**“Equality is everyone’s  
business”**

**Professor Edward Peck**  
Vice-Chancellor

# Gender – Employees



Professors

There have been no significant changes in terms of gender representation for staff.

NTU is proud to hold an Athena SWAN bronze award and is committed to gender equality across all areas of the University. During 2019 our Department of Psychology were also successful in achieving Athena SWAN Bronze Award recognition. Institutionally we have a clear 3-year programme that supports and encourages all areas across NTU to achieve a local Athena SWAN recognition award at both Bronze and Silver.

Here are just a few of the new initiatives and investments made in 2019:

- Support for Academic Returners (SOAR) scheme is aimed at supporting academics returning from long term carers leave. The scheme offers up to £5,000 per award to help returning academics advance their academic practice, research or scholarship.
- Extended paternity leave provision from 2 weeks to 3 weeks full pay.

# My NTU experience: Shared Parental Leave



## **Chris Pryke-Hendy**

*Sustainable Development Projects Officer*

“In previous generations childcare has been the Mum’s responsibility and earning money the Dad’s. This is changing, but it’s still difficult for a Dad to play an equal role in their baby’s first year.”

Chris initially took NTU’s standard three weeks’ paternity leave when his son was born, which was great, but only seeing his newborn son for a short time in the morning and evening once he’d returned to work was tough.

He decided to apply for shared parental leave, meaning that Chris could use some of his wife’s maternity leave to take an additional six weeks when his son was six months old.

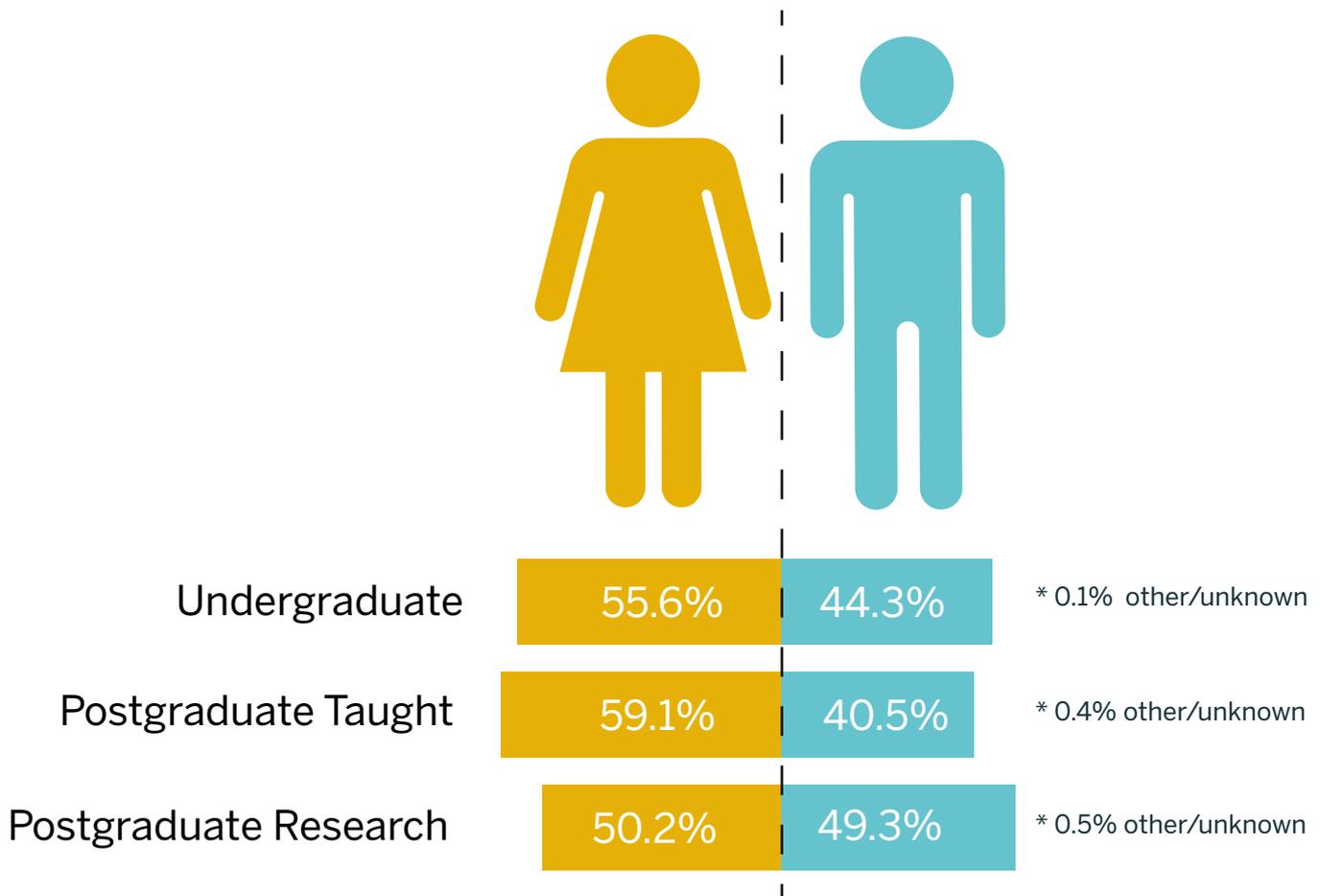
Being a hands-on father is deeply important to Chris, but he did find that some people didn’t especially understand why he was taking shared parental leave.

***“It’s a positive thing that Dads want to play a bigger part in their baby’s first year and something which should be encouraged, but there is some way to go in changing peoples’ perceptions of what a ‘Dad’ is and the traditional ideas of gender roles in relationships certainly need to be challenged further.”***

As well as meaning Chris had a more involved role with their son, the shared parental leave also meant that his wife could have more contact with her employer than she otherwise would have.

“Thanks to our flexibility she's going back to work after maternity leave with a promotion.”

# Gender – Students



Compared with 2017-18 the proportion of male undergraduate students has increased (44.3% vs. 42.2% in 17-18).

International Women's Day 2019 was a key highlight in the celebration and awareness-raising calendar that brought colleagues and students together. This work saw NTU receive an IWD best practice award.

# In the news...

## A workforce for all – NTU and strategic partner Refinitiv tackle social mobility and gender inequality in technology

NTU alongside strategic partners Refinitiv are delivering a new, comprehensive guest lecturing, insight and work experience programme with the aim of raising the aspirations of female students and students from low-income (widening participation) households to work in financial technology.

Students are given the unique opportunity to hear from Refinitiv's world-leading industry experts, learning everything from ground-breaking technology trends through to hearing speakers' own inspirational personal career journeys.

Widening participation and female students are then invited to attend 'Insight Days' at Refinitiv's national technology centre in Nottingham. These aim to provide students from underrepresented backgrounds with an overview of the opportunities available to them within the financial technologies sector.

***“The University is passionate about providing opportunities to students from low-income backgrounds and to promoting women in STEM. We are delighted to deliver such an extensive range of activities for our students through this strategic partnership with one of the world's largest financial technologies organisations.”***

**Christopher Leishman**  
Strategic Partnerships Manager

# Employee disclosure challenges



## Put yourself in the picture



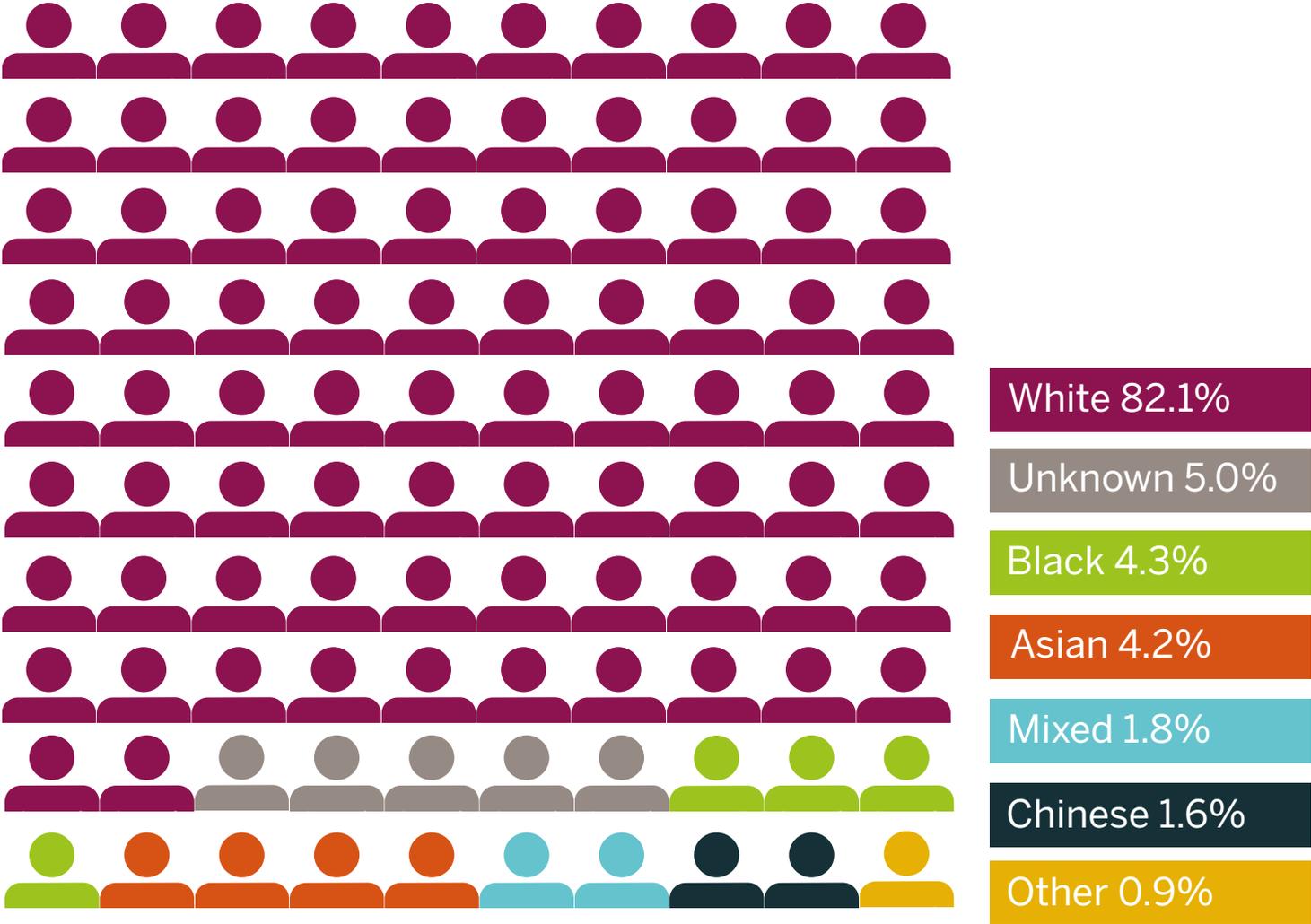
**Log on to MyHR and update your equality information**

In 2019-20 we recognised that there was an increasing rate of non-disclosure in employee data, particularly for ethnicity and disability. To address this we launched a campaign to encourage staff to check and update their equality data: Put yourself in the picture.

To date this has had a positive impact in reducing non-disclosure of ethnicity from 10% to 5% (inline with previous figures) and disability from 26% to 22%. Disability disclosure rates are of particular concern and we will proactively seek ways to reduce the gap throughout 2020 to achieve a more reasonable level.

Having accurate data ensures that we can be more effective, more inclusive and more focussed in our equality work. If you are an NTU colleague please make sure your personal data is up to date and accurate by logging in to MyHR.

# Ethnicity – Employees



12.9% of colleagues identify as BAME (Black, Asian & Minority Ethnic).

We ran a University-wide race equality survey towards the end of 2019, as part of the work towards achieving our ambition of a Race Equality Charter award. This survey allowed us to evaluate the current feelings and perceptions of our staff and students and will be used as the basis for a wider programme of work addressing inequality.

During 2019 we introduced a new pilot ‘Vice-Chancellor’s mentoring scheme’. The scheme is designed to offer a bespoke developmental opportunity for under-represented BAME and Women employees who have the ambition to step into leadership. The scheme provides the opportunity for individuals to gain valuable insight and benefit from being mentored by the VC.

# In the news...

## University's rich cultural diversity showcased during Global Week 2019



The rich cultural diversity of Nottingham Trent University was showcased as part of our Global Week 2019 celebrations.

The annual event is organised to celebrate the vast array of cultures at the university, which is home to approximately 3,000 international students from around 150 different countries.

Throughout the week cultures from across the globe were represented by our students including Chinese, Portuguese, Lebanese, Omani, Brazilian, UK, Romanian and many more. There was a regional theme each day – Asian and the Pacific cultures on Monday, African cultures on Tuesday, UK and European cultures on Wednesday, Middle Eastern cultures on the Thursday and cultures from the Americas and an array of other regions on the Friday.

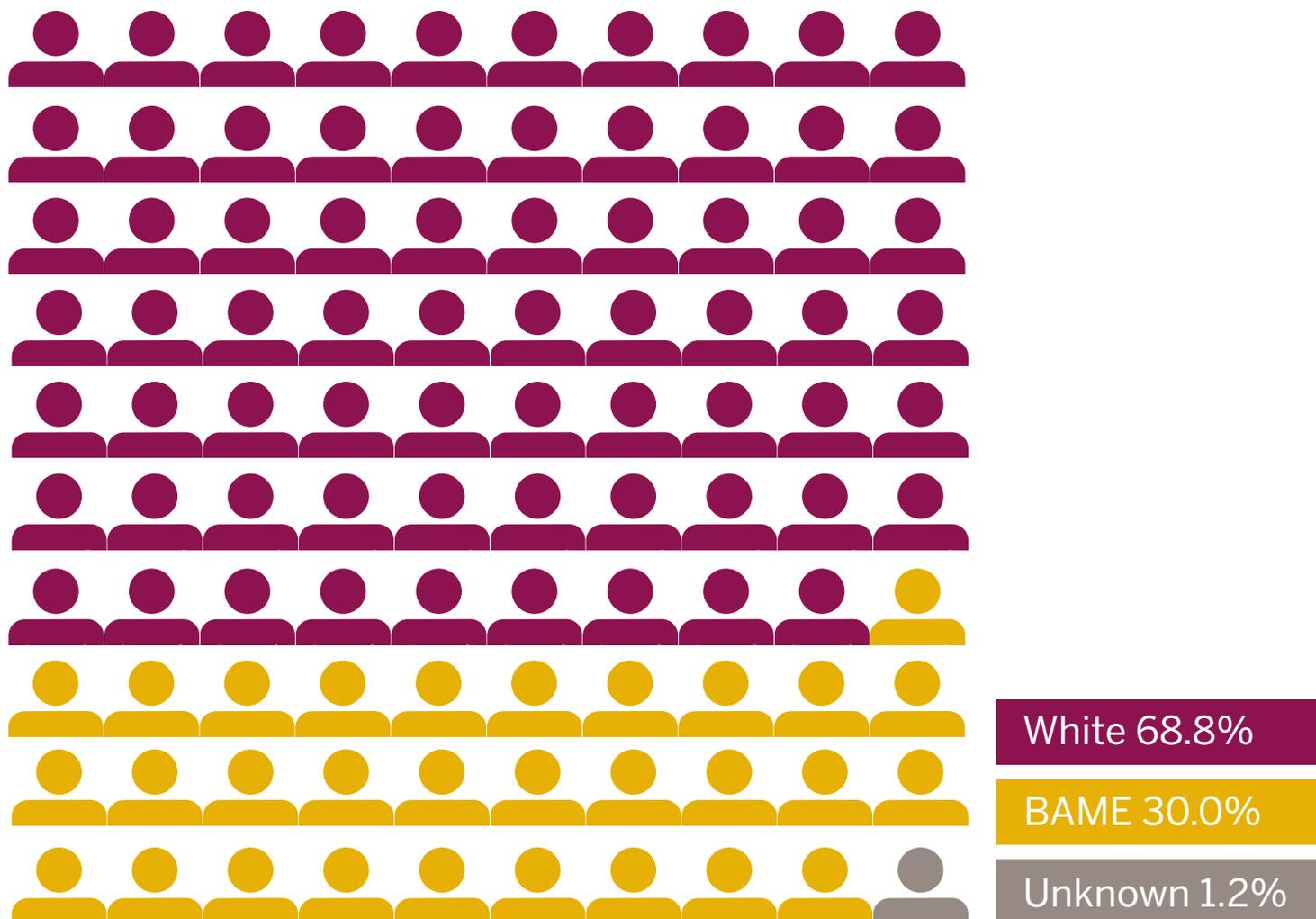
These cultures were represented through performances, cultural stalls, traditional foods and art, dance and music workshops.

Through workshops and talks during the week, Global Week also highlights serious global issues such as sustainability, human rights, and the impact of national and regional law on our lives through such events as Brexit.



This event helps to strengthen our already vibrant multinational community and emphasises values we hold dear such as inclusivity, diversity and global citizenship.

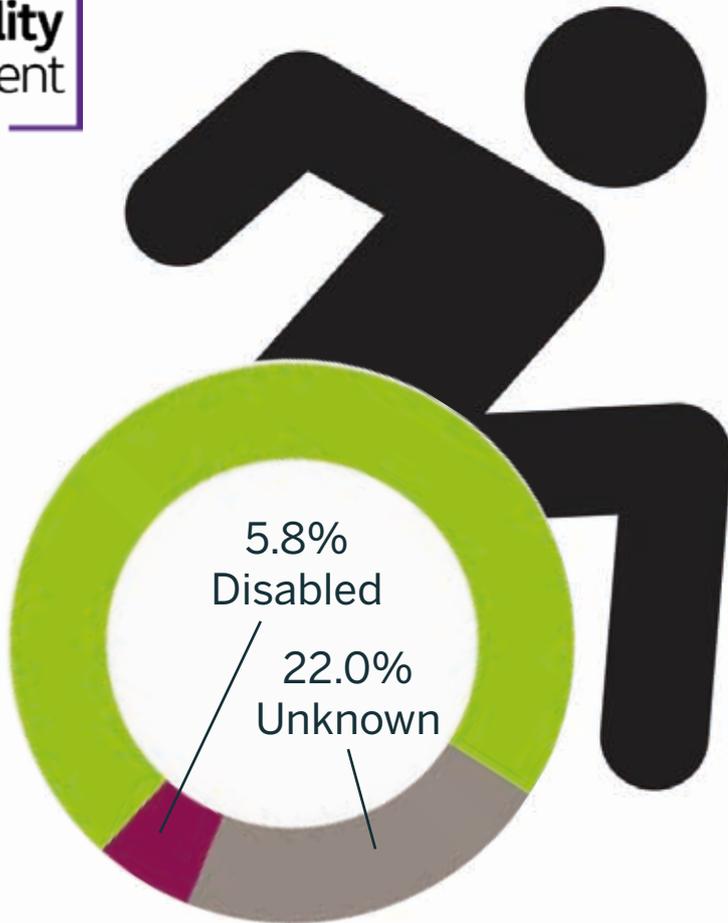
# Ethnicity – Students



Students identifying as being from a BAME (Black, Asian & Minority Ethnic) background have increased (30.0% vs. 28.4% in 2017-18).

The proportion of students for whom ethnicity is 'unknown' has decreased substantially since last year (1.2% vs. 6.0% in 2017-18).

# Disability – Employees



5.8% of colleagues identify as having a disability (compared with 5.6% in 2017-18).

Throughout 2018-19 NTU developed and implemented the EnAble project. Aimed at improving inclusivity for disabled colleagues, students and visitors.

Through a series of focus groups, we engaged and worked with our disabled colleagues to identify areas for improvement and opportunities to advance disability awareness. These were brought together as a suite of actions that have formed the EnAble project.

Examples include an annual programme of disability awareness workshops, a new information and guidance resource hub for managers and colleagues to provide information on topics such as reasonable adjustments, Access to Work and other sources of support.

# My NTU experience: Calibre Programme

This year NTU ran a pilot of the Calibre Programme, funding two colleagues to attend the three-day programme tailored to reflect the challenges and experiences of disabled staff from any grade or job family.

***“It has given me the confidence to manage my Disability in my work environment in a different way and to realise that as a disabled employee I have the knowledge to affect change, which can be of benefit not only for disabled staff but for all staff.”***

Calibre participant

The Calibre Programme builds on 21st-century thinking of disability leadership to ensure we see more disabled leaders in a variety of positions within the workplace. Using the Social Model of disability as the basis for the programme enables participants to see disability as a distinctive strength.

***“It has given me confidence to approach work situations in a more proactive way. It has had a positive effect on my personal career development and has also formed a big part of my appraisal process.”***

Calibre participant

***“I felt inspired and it gave me confidence to... look at how I might be able to make a difference, make small changes to work practices which would benefit and have a positive impact for all disabled staff.”***

Calibre participant

In 2019-20 NTU is funding three places for colleagues to take part in the programme.

# Disability – Students

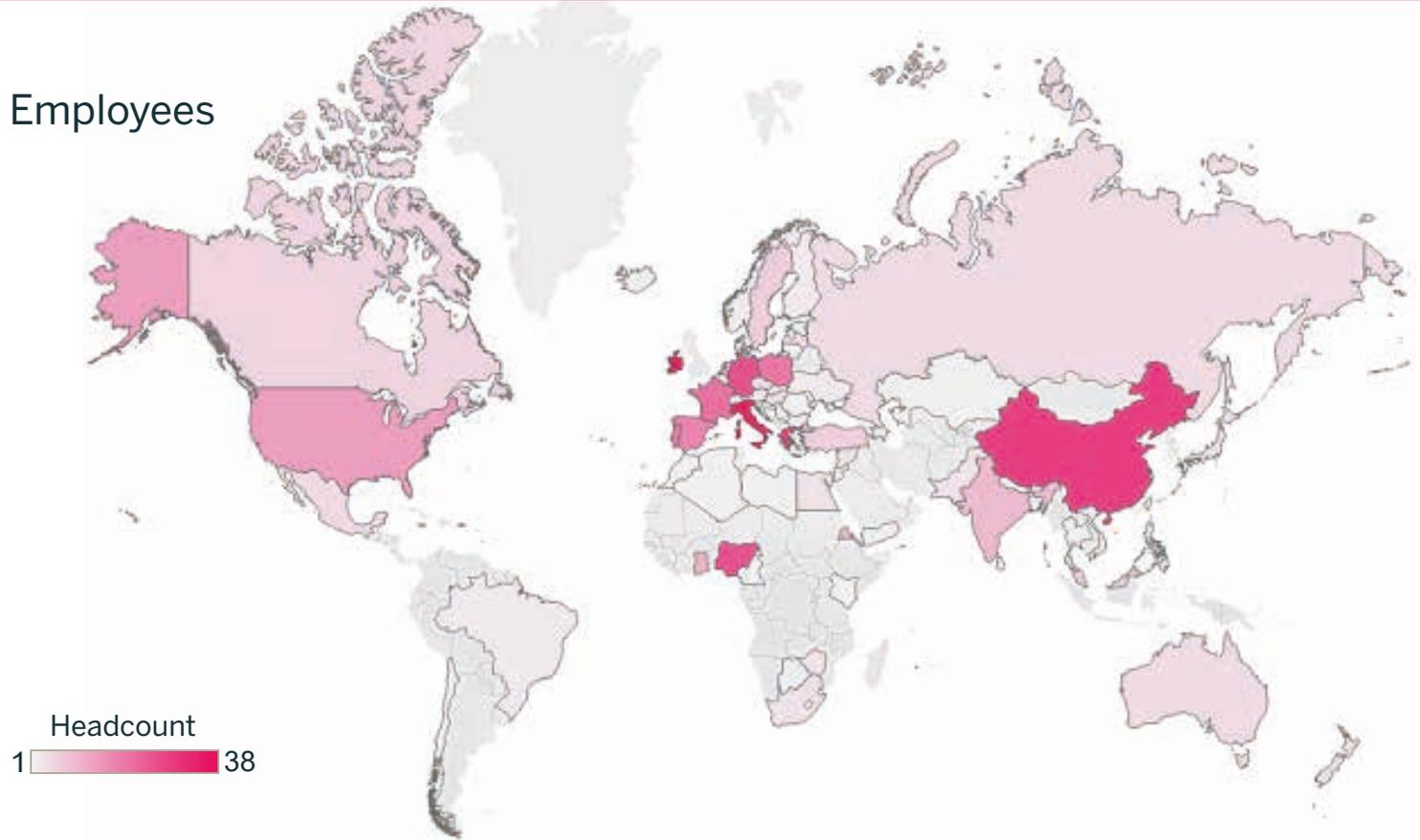


Students identifying as having a disability have increased from 11.5% in 2017-18 to 15.8% this year.

NTU has launched a new online access guide to help our staff, students and visitors find the best route to access our buildings, services and accessible facilities. We are pleased to be working with AccessAble on the development of this detailed information to support our commitment to ensuring that equality, diversity and inclusion remain at the heart of all we do at NTU.

# Nationality – Employees Residency – Students

Employees



Students



NTU colleagues come from 78 countries excluding the UK.

The proportion of EU and international students has increased slightly (EU 4.1% vs. 3.4% in 2017-18, non-EU 10.9% vs. 10.0% in 2017-18).

# In the news...

## NTU staff and students shone through the rain at Nottinghamshire Pride 2019

The LGBT+ Staff Network, NTU Pride student society, NTSU colleagues, and LGBT+ Staff Allies joined forces in July to celebrate Nottinghamshire Pride and represent NTU in the march through Nottingham town centre.

Despite a rainy day spirits were high and bright, as members of all networks handed out NTU Pride rainbow flags to spectators and passers-by.



# My NTU experience: Maternity leave



## **Tatjana Smith**

*Equality, Diversity & Inclusion Officer (Race)*

Tatjana started her role initially as a secondment. “I was really excited about the position and passionate about the work. I jumped at the opportunity.” Her team was aware at this time that Tatjana was pregnant.

***“Sometimes it can feel that your career cannot progress if you’re planning a family, but I was not discouraged because of being pregnant. I felt the***

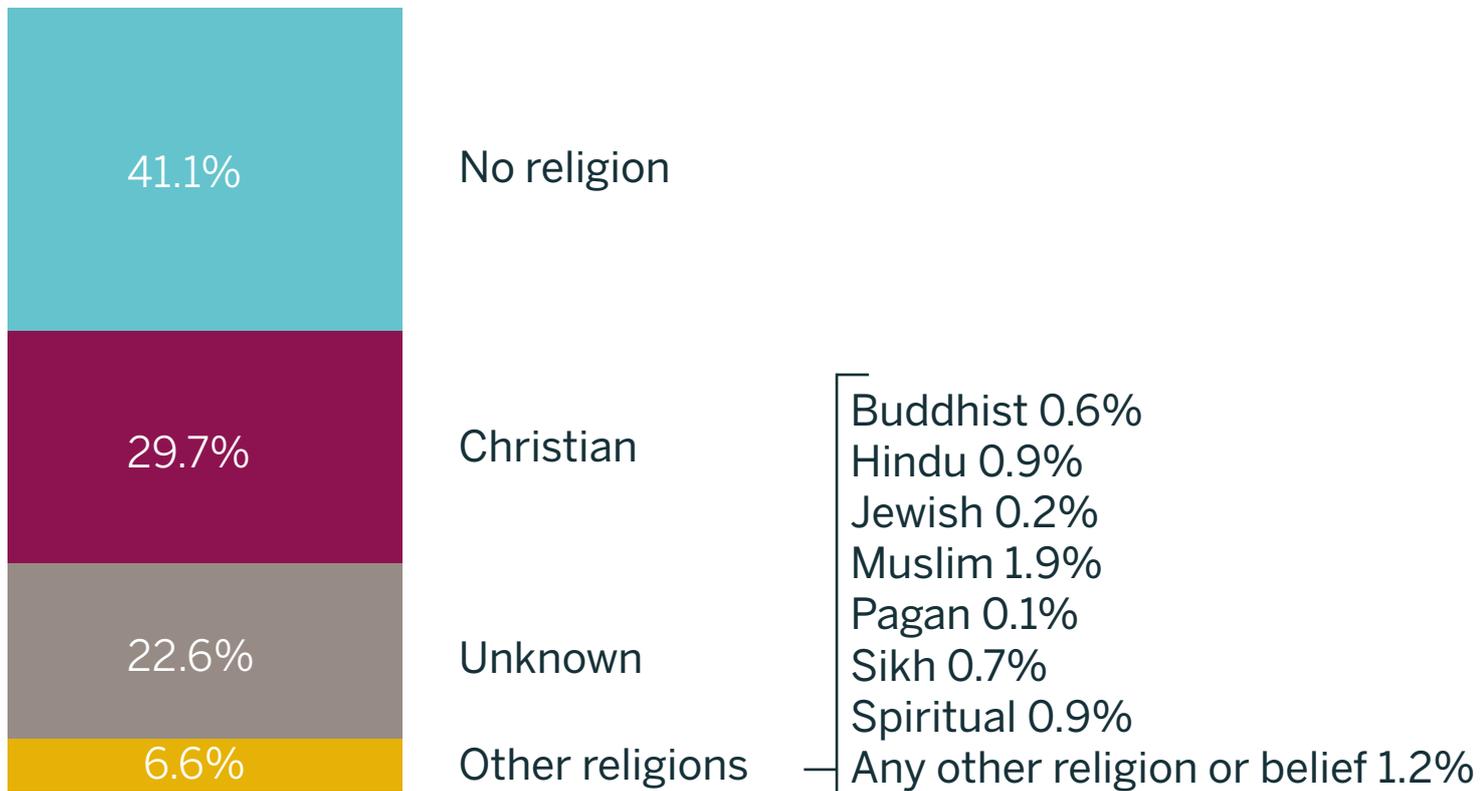
***department was committed to me in the same way that I was committed to the role.”***

During the later stages of her pregnancy Tatjana was diagnosed with pre-eclampsia and needed to be admitted to hospital for monitoring and bed rest. As stated in the policy and provisions, because of this health complication her maternity leave had to start early. “Being able to take maternity leave early meant that I felt more at ease because I knew my health and wellbeing were being properly looked after. It gave me time to let go of my role for a while and not feel guilty about it.”

Tatjana made use of Keep in Touch days, enabling her to attend team meetings, stay connected with new developments and support her colleagues, especially the colleague covering the role while she is on maternity leave.

***“I have been working hard on academic, personal and professional development and the University has given me the opportunities to use this development, proving that it supports BAME employees. NTU has shown me that I can achieve career progression and have a family as well.”***

# Religion and belief – Employees



The largest religion and belief group is those who say they do not observe a religion (41.1%).

After Christianity, Islam is the most common religion among NTU colleagues (1.9%).

# My NTU experience: Flexible working and faith

## Dr Zakwan Arab

*Senior Lecturer*

Zak has been a member of staff at Nottingham Trent University for four years, and has made arrangements with his line manager during Ramadan to manage his work around fasting and prayer times. During the month of Ramadan Muslims will not eat or drink between dawn and sunset and it is a time for prayer and doing good deeds.



Ramadan is an essential part of the faith that is at the heart of Zak's life and profoundly important to him.

Students are the most important aspect of Zak's work. His department's flexibility and support during religious periods allows him to give the best for his students.

***“You should enjoy the time at work. If you are happy then you work better.”***

During Ramadan Zak will start later in the day and then work later or work from home. Zak feels that flexibility comes when people know that you will do the job, which creates trust between everyone, which in turn means that your colleagues will be flexible. Openness within the team is crucial.

“The team is positive about my flexible hours, and I am very happy that they are supportive. As long as the job is done then people are happy and willing to be supportive, and it works both ways; because of the support of my colleagues I am also keen to support them when they need help. Making sure that you help the team as well is a key part of ensuring the flexibility works for your department.”

Published January 2020.

Employee data excludes staff on non-typical contracts, for example Hourly Paid Lecturers, Exam Envigilators, Disability Support Workers.

Employee data for 2018/19 is taken as a snapshot of all staff employed on 31 December 2018.

Student data based on undergraduate, postgraduate taught and postgraduate research students in 2018-19.

For further information please contact [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk)