

ARTS UNIVERSITY BOURNEMOUTH

EDI PLAN

Equity, Diversity and Inclusion

2030



AUB **EDI**

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Foreword from Vice Chancellor

Paul Gough



I am so proud that Equity, Diversity and Inclusion are at the heart of our University Strategy.

Our values proclaim our belief in an educational experience that is designed to be respectful, open, and equitable for all.

AUB is a place where colleagues and students from all parts of society can thrive equally, a university where we are enriched by the depth of respect we have for each other and the strength of our relationships with all our people.



Meet the EDI team



Sarah Addis

HR EDI and Wellbeing Partner

As a working parent I am keen to support a culture of inclusion where everyone is able to bring their best selves to AUB. My role is focused on developing an inclusive working environment which supports the university strategy and its commitments to EDI, as well as building and maintaining staff knowledge and confidence with EDI.



Abby Weekes

Senior Officer EDI

I'm a passionate advocate for inclusion in higher education and my perspective as a neurodiverse individual provides an alternative perspective in my work in EDI. My role encompasses fostering equal opportunities for both staff and students and creating an environment that embraces diversity and empowers every individual to thrive.



Cathy John

EDI Academic Advisor & Senior Lecturer

I work to enhance inclusion in AUB's learning and teaching, aiming to reduce differential learning experiences and outcomes for students from marginalised groups. I undertake this through partnering with those students, as well as with academic directors and staff to embed equity in curricula. As a disabled academic, my research focuses on the experiences of students with MS in English HE, investigated through participatory methods.

AUB's commitment to equity, diversity and inclusion

We value and celebrate the diversity of our students and staff; and strive to develop an inclusive environment where everyone's identities and talents are recognised and understood. To support our vision to be a world-class art, design and media university, we aim to increase the diversity of our university; this requires us to work together to empower all members to advance equality, diversity and inclusion; developing a campus where barriers to inclusion are addressed and removed, ensuring equitable outcomes for all and a sense of belonging that is unique to AUB.

Our EDI goals:

Allyship

Create a strong community of advocates and allies where everyone is confident to speak up in support of others

Belonging

Foster a sense of belonging for everyone in AUB's community, regardless of background, and to eliminate any barriers which may inhibit this

Equity

To promote equity, providing according to individual need and circumstance to ensure everyone in our community has the right tools and support in place to perform to their best

Representation

To increase diversity across our staff and student populations so everyone feels represented and has a positive role model within the community

Voice

Establish effective channels for staff and student voice which encourages everyone to understand their contribution towards AUB's success and engage in open dialogue



AUB's values

ARTS UNIVERSITY BOURNEMOUTH

Innovative

With an open mind we try new things, nurture ideas, trigger creativity and develop solutions. Through our innate curiosity, practice-based enquiry and industry-partnered projects we work with our students, staff and stakeholders to tackle problems and encourage authentic innovation.

Collaborative

We strive to make a difference in all that we do. Through our collaborative approach we aim to be the agents of positive change for our students, staff and the communities we serve. Through the applied excellence of our learning, teaching and research we strive for relevance to make a positive impact.

Connected

We are better for our diversity. We are enriched by the depth of respect we have for each other and the strength of our relationships with our people, our places and with the planet. Through our commitment to working with those who are different to us, or challenge us, we grow stronger together, creating new synergies, global connections and sustainable futures.

Passionate

Education transforms lives: a creative education transforms society. Through our sense of purpose and determination for the best education, research and partnering with industry, we empower our people to learn, grow and connect. We care about the work we do, the respect we have for each other, and the powerful sense of belonging that characterises everything we do.

AUB's EDI Contextual Landscape

About AUB

Arts University Bournemouth is a specialist higher education institution with a commitment to providing all-through provision in the creative, cultural and performing arts. From the first steps at Saturday Art School, right through to gaining a PhD, AUB has a level of study to suit a diverse audience, wherever they are in their creative journey. All our courses are designed to equip our students with the skills and knowledge to succeed in today's changing economy.

AUB offers higher education awards in the fields of art, design, architecture, media and performance. These awards are characterised by an emphasis on advanced creative studio practice, delivered within a community of creative professionals. Courses have a strong focus on developing the technical and professional skills of students, which leads to highly employable graduates both within their specialist fields and beyond.

Collaboration between courses, and between students, is designed to reflect the demands of professional practice; the ways in which courses work together to provide this professional environment is a key feature of the educational environment at the institution.

EDI in context

We value our diverse community and want to support everyone to thrive. Through our equity, diversity and inclusion commitment we aim to ensure EDI is central to developing an inclusive AUB community, enabling everyone to have an equal voice and actively challenging inequalities and exclusionary behaviour where it exists.

As well as our moral and ethical commitment towards EDI, the university has a legal duty as defined under the Equality Act 2010 to advance equality for all. The Public Sector Equality Duty sets out to achieve 3 key aims:

1. Eliminate discrimination, harassment and victimisation.
2. Advance equality of opportunity.
3. Foster good relations between persons who share a protected characteristic and those who do not.

Our EDI work to date

We have made significant progress towards the EDI targets set out in the former EDI Statement 2020. The formation of the EDI team has facilitated dedicated resource to this key area of University life, and many initiatives have raised staff awareness around EDI issues and its importance to the AUB Strategy 2030.

Our recent EDI successes include:

Employee Voice

AUB's first ever EDI staff collaboration group has been running for over 12 months. Empowering employees to contribute towards EDI work whilst developing their understanding of contemporary issues has been core to our work and planning.

Learning and teaching

Specific training for academic staff on inclusion, has been complemented by work with course teams around inclusive curriculum design. This is now being consolidated into the AUB Learning and Teaching Framework and Inclusive Curriculum Toolkit.

Equality Impact Assessments

We have carried out significant work to improve our EIA practice and process; partnering with Inclusive Employers and Advance HE to provide training and recommendations for improvements. This project will be finalised and rolled out during the academic year 2023/24.

Race Equality Charter

AUB has been involved in discussions about the REC for small and specialist institutions. We have signed up to participate in a pilot scheme to support smaller institutions in achieving this external accreditation.

Recruitment Audit

An independent recruitment audit was carried out by Inclusive Employers and we've already rolled out Inclusive Recruitment and Selection training to all those involved in the recruitment process. Further progress will form part of ongoing EDI work in our new EDI Plan 2030.

Ethnic minority recruitment

We've already exceeded our 2025/26 recruitment targets for ethnic minority applications and shortlisting for academic staff, we're planning new targets under this new plan.

Staff development

We've trained staff in Trans and Non-Binary Awareness, Neurodiversity, Confident Conversations & Conversational Integrity, Inclusive Assessment and Feedback; and curated LinkedIn Learning content for EDI.

Our EDI Objectives

We have identified our EDI priorities and are proactively working towards these, the majority of which are being implemented through our annual action plans and through AUB's EDI Committee members. We will continue to collaborate with external specialists, learn from other universities and actively listen to the voices of our staff and students in our EDI plans.

Increase
workforce and
student diversity

Improve
accuracy of
data collection
and analysis

To create an
inclusive
curriculum

To obtain
external
accreditation

Promote
understanding of
EDI across the
AUB community

Demonstrate
leadership buy-in
and commitment
to EDI at all
levels

Establish effective
channels for
employee and
student voice



Increase workforce and student diversity

We aim to provide a working and learning environment that is equitable, rewarding and where everyone can thrive. Diversifying our workforce and student body is essential in supporting staff and students alike to feel represented within AUB's community, so they feel included, have role models with whom they can identify, and foster the sense of belonging AUB strives to achieve.

How will we achieve this?

- We will implement the recommendations in the Inclusive Employers recruitment audit in a phased approach over a period of several academic years, including:
 - Review of job descriptions to ensure jobs are designed inclusively
 - Review of EDI content on our website and recruitment advertising
 - Promoting vacancies on specialist diversity job boards.
- We will collaborate with the Access and Participation team to meet the Access and Participation Plan student enrolment targets by 2027/28.
- We will update our staff Diversity Monitoring form to start collecting staff socio-economic data to get an understanding of the current population. This will support target setting in this area.

How will we measure our success?

- We will increase the representation of ethnic minority staff to 8% and disabled staff to 19% of the total workforce by 2028/29.
- We will have increased student diversity, particularly reaching the Access and Participation Plan targets for ethnic minority students by 2027/8 as follows:
 - by increasing Black students to 9% of the overall student population
 - by increasing Asian students to 7% of the overall student population
- We will have an understanding of staff socio-economic background and be able to set targets in this area.



Improve accuracy of data collection and analysis

Measurement of our EDI success and evidence-based decision making can only be effective when supported by robust and accurate data. We strive for better understanding of the current EDI landscape across AUB and to improve how EDI data is communicated and shared both internally and externally to promote our EDI work.

How will we achieve this?

- We will introduce the use of Power BI to our EDI data reporting to improve our own understanding of the diversity of our workforce and student population; using its functionality to support improved communication of data to different audiences by the end of 2023/24.
- We will run an awareness campaign to encourage staff to share their diversity data with us, specifically encouraging disabled staff to share their disability so we can ensure they are supported according to their need, focussing on equity rather than equality.
- We will collaborate with minority group students through participatory research as a mechanism for gathering qualitative student data.
- We will conduct an Employee Engagement Survey on a bi-annual basis to provide base-line and ongoing data on employee satisfaction in relation to their work and working lives at AUB. After 2024/25 we will establish targets for improving satisfaction scores year on year.

How will we measure our success?

- EDI data will be easily accessible and understood by all in our community; facilitating effective reporting of EDI data.
- We will have both qualitative and quantitative employee engagement data which will enable us to set targets for increasing employee satisfaction year on year.
- We will be able to support quantitative data with qualitative data leading to a positive result in the Race Equality Charter application and effectively supporting REF28.



Creating an inclusive curriculum

AUB is a catalyst for a rich variety of learning that happens across the studios, workshops, theatres and digital learning spaces of our creative campus. Our distinctive specialist identity and talented graduates, have secured a reputation for excellence and innovation in in the creative industries and fields of research.

However there are persistent gaps in degree awards and student experience at AUB between students who belong to a minority groups and demographic majority groups, markedly in ethnicity, dis/ability and gender. To enable an equitable creative education at AUB, addressing disparities in experience and outcomes of teaching and learning is a pressing priority which we undertake through building an inclusive curriculum for all.

How will we achieve this?

- Foundational to this project is AUB's Learning, Teaching and Assessment Framework in which equity, diversity and inclusion is being intrinsically embedded.
- An Inclusive Curriculum Checklist and Toolkit for academic staff will support staff rewriting curricula for HE courses revalidation in 2024.
- Student participation is central to building an inclusive curriculum. The 'Your Voice, Your Curriculum' pilot project (23/24) will establish a mechanism for ongoing collaboration from marginalised student groups.
- 'Your Voice, Your Curriculum' will also gather meaningful qualitative data on minority group experiences of leaning and teaching at AUB.
- EDI training strands for academics will focus on different elements of learning and teaching starting with Inclusive Assessment during 2023/24.

How will we measure our success?

- Qualitative data gathered through 'Your Voice, Your Curriculum' from 2024 will enable us insight into the experiences minority student groups and direct feedback on our curriculum.
- We will achieve above benchmark scores and better understand them for minority group satisfaction in the annual Student Perception Survey and National Student Survey on learning and teaching.
- For the awarding gap between ethnic minority students and white students to narrow year on year from 2024/25.



Obtaining external accreditation

External recognition for our EDI work will demonstrate the achievements of everyone in the AUB community in supporting the culture of inclusion and sense of belonging of which we are so proud. Partnering with external specialist organisations such as Inclusive Employers, Advance-HE and Universities HR, we can learn from other universities and develop external recognition as a truly inclusive place to work and study through obtaining external chartermarks and awards.

How will we achieve this?

- We will continue to be members of Inclusive Employers and regularly review our EDI work against their Inclusive Employers Standard. We aim to be recognised as an Inclusive Employer by achieving a minimum Bronze Inclusive Employer Standard by the end of 2024/25.
- We will participate in the Advance-HE pilot for the Race Equality Charter for small institutions and if appropriate apply for the Race Equality Charter during 2025/26.
- We will continue our work with the Student Minds Mental Health Charter and aim to receive recognition by the end of 2023/24.
- We will consider other suitable awards to recognise our EDI efforts externally and share our success across the AUB community.

How will we measure our success?

- Attaining the Inclusive Employer Standard by the end of 2024/25.
- Shaping the Race Equality Charter throughout the pilot scheme, attaining the chartermark by the end of 2025/26.



Promote understanding of EDI across the AUB community

We want our staff and students to be proud to be part of AUB and actively engaged in supporting a culture of inclusion and sense of belonging for all. Raising the profile of equity, diversity and inclusion across the university is central to achieving a culture of change; and along with offering improved training and development to staff on contemporary EDI issues, we aim for inclusive practices to become a way of life, simply part of AUB's DNA.

How will we achieve this?

- We will continue to develop the suite of EDI training available to staff, covering a wide range of EDI topics as well as providing different ways of learning to ensure equitable access to learning and development opportunities for all.
- We will deliver inclusive and impactful development opportunities to line managers and senior leaders, improving their understanding of how to be an inclusive leader.
- We will ensure EDI objectives are built into staff performance reviews by end academic year 2025/26.
- We will review our EDI intranet, website pages and communications to ensure consistency in EDI messaging.
- We will raise awareness of EDI celebrations through an annual EDI calendar and by holding regular celebrations across campus including but not limited to recognising National Inclusion Week, Black History Month and PRIDE.

How will we measure our success?

- We will see an increase in employee engagement scores year on year.
- We will achieve above benchmark scores of minority group students in the Student Perception Survey and National Student Survey.
- Increased diversity in terms of staff and student recruitment as AUB is seen as an inclusive employer and a great place to work and study.
- Feedback from annual Pulse surveys, engagement with events and training, as well as post event evaluation.



Demonstrate leadership buy-in and EDI commitment at all levels

To cultivate a culture of inclusion and belonging, we must promote equitable treatment for all, engaging individuals at every level of the University, irrespective of hierarchy. The unwavering commitment of our senior leaders and line managers fosters an open, transparent culture that empowers everyone to flourish.

How will we achieve this?

- We will provide a range of learning and development opportunities to senior leaders and line managers to strengthen their understanding of contemporary EDI issues.
- We will encourage senior leaders to be visible sponsors of our staff and student networks, strengthening their commitment to supporting disadvantaged groups and learning from them during discussions.
- We aim to diversify the ethnicity profile of our senior leadership team to 5% by 2030.
- We will investigate the introduction of reverse mentoring for senior leaders and line managers by staff and students from minority groups, with a view to launch a programme by 2024/25.

How will we measure our success?

- We will see an increase in staff and student satisfaction surveys year on year.
- The ethnicity profile of the senior leadership team will be more diverse and provide role models for staff at all levels.
- Fewer grievances will be raised as a culture of trust and inclusion is created through training and developing line management capability.
- Recruitment targets are achieved as minority candidates are attracted to AUB's inclusive environment, diverse Board of Governors and senior leadership team.
- Every live webinar or workshop held will have a visible leadership presence; with a member of the leadership team sponsoring each session by welcoming delegates and presenters to demonstrate their commitment and allyship.



Establish effective channels for employee and student voice

Building effective employee and student voice is important to us, if we are to achieve our goals of creating a community of advocates and allies, and a shift towards an inclusive culture where any positive impact is welcomed; it is essential we listen to the voices of those in our community and act upon their feedback.

How will we achieve this?

- We will continue to develop the EDI staff collaboration group and provide equitable opportunities for staff to be involved in a range of working groups and/or committees to help inform our decision making.
- We will establish new employee EDI networks to provide ongoing support to staff from minority groups, as well as give them an opportunity to share their lived experiences and give upwards feedback. This will begin with a new staff-led LGBTQ+ Network during 2023/24 with a view to build on this year on year.
- We will enable marginalised student voices to be heard through the 'Your Voice, Your Curriculum' project from 2023/24, which will establish a mechanism for ongoing student participation in curriculum change.
- Senior leaders will visibly sponsor our staff and student networks to drive recognition and change.
- Academic staff-led initiatives such as the Black History Month and Womens History Month events will continue to be supported.

How will we measure our success?

- We will see an increase in employee engagement scores year on year.
- We will see an improvement in student satisfaction scores in the Student Perception Survey and National Student Survey of minority student groups.
- Membership of our networks and collaboration groups will grow, for example disability and ethnic minority networks.
- We will see an increase in on-campus activity as more EDI related events and celebrations are held on campus, led by staff and student EDI networks.

