

Race Equality Charter Self-Assessment Team (REC SAT)

In 2021, University staff and Swansea University Students Union (SUSU) representatives took part in HEFCW's Advance HE Race Equality Programme and produced the required action plan. It was agreed there should be consultation on race equality with staff and students. The University commissioned an external company to consult with staff while the SUSU, working with Student Academy of Inclusivity (SAI), used HEFCW funding to commission a consultation with students. Several priorities for staff and students were developed, underpinning the earliest work of the REC SAT.

In May 2023, the REC SAT was formally established, initially chaired by the DPVC Education and now the DPVC EDIB. The DPVC Education recruited SAT members by asking colleagues in pertinent positions to join. Invitations were shared being mindful of colleagues and students' skills and experience thus ensuring a mix of grades and roles. All individuals who attended the Advance HE Diversifying Leadership course were also invited, and a broader open call to all staff was made.

Overall, the membership of the REC SAT is diverse with regards to job roles and contract types, but there is an over-representation of Ethnic Minority colleagues, females, and higher-grade positions. This is a result of explicitly looking for individuals with lived experiences to feed into this work as well as seeking individuals with sufficient seniority to address issues. However, there is a need to seek broader representation on the REC SAT moving forwards.

Membership of the REC SAT is acknowledged within the PDR and promotion process for academic staff. For Professional Services staff, they receive line management support for engagement and as EDI champion roles are developed, it is anticipated that these will be included within PDRs.

The REC SAT identified the key priorities as detailed in the application and supported the creation of the Race Action Plan. The priorities and accompanying action plan were reviewed by the Student Advisory Forum, RISAC, Faculty academic staff, the EDIB Enhancement Board, Equality Committee, UEC, PUCC, and SLT. This process ensured owners of actions could provide confirmation of their commitment to the actions and discuss any potential challenges. The DPVC EDIB, Equalities team and SAI staff met weekly to discuss ideas and feedback from SAT members and to progress the application.

Moving forwards, the REC SAT will continue to be chaired by the DPVC EDIB, with meetings held every quarter to review the action plan and identify any progress and/or changes required. It is anticipated that an annual call for members may be required to ensure continual engagement.

The DPVC EDIB will provide regular updates to SLT and the PUCC on progress. The specific actions are allocated across Faculties and Professional Services Directorates. Progress against these actions will be reported at the Equality Committee by the Directors of the pertinent areas. Annually, the Equality Committee will review progress against the REC action plan.

Information to evaluate progress will be obtained from the REC SAT who will conduct an annual review of core student and staff data and any surveys to monitor success measures. Quantitative data will be examined using the staff dashboard and planned student dashboard. A bi-annual EDIB staff survey is planned to enable continual monitoring of experiences across

different populations on topics such as belonging. Meanwhile, questions pertaining to connectedness and transitions have been added to the internal annual student satisfaction surveys to enable annual reviews. Results will be shared with the UEC and EDIB Enhancement Board and subsequently the Equality Committee.

The work of the SAT/university race-related work is communicated broadly to engage with as many colleagues and students as possible; this will continue through an annual review each year. A plan for strategic race-related communication is underway.

Current avenues used for communication include:

- Staff Bulletin
 - All Staff equality networks
 - REC SAT members
 - Equality Committee
 - Staff webpage • Students Union
 - Student Committees
 - SAI EDI Newsletter
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