

**Council**

**23<sup>rd</sup> May 2024**

**EDI KPI REPORT**

**1. Executive Summary**

Council approved a set of university-level EDI KPIs (Figure 1) in July 2022. These were focused on the diversity of our colleague community, reducing pay disparity, and facilitating an inclusive culture. These targets were agreed prior to the development of the new Performance Framework for the University, but will be adapted moving forwards.

KPI	Performance (March 2024)
Gender Pay Gap	14.2 % (14.1 in March 2023)
Representation	Improved representation for Ethnicity (up by 4.3% compared to March 2023)
	11.3 % identify as having a disability (Up from 10.8% in March 2023)
Disclosure rates	Sexual Orientation disclosure rate improved by 11% compared to March 2023
	Ethnicity disclosure rate reduced by 1% compared to March 2023

Since the previous report, our Gender Pay Gap has increased by 0.4%. (KPI 1). Proportions of Black and Minority Ethnic and Disabled staff have increased, whilst the proportions of Male and Female staff have remained static (KPI 2). Disclosure rates for Sexual orientation have increased since the previous report, and for Ethnicity have dropped by 1%. The disclosure rate for Disability is unchanged(KPI 3).

Engagement with Staff and Students remains high with over 2000 students having attended Bystander Intervention training (the figure was 700 at the time of the last report), and the training has engaged over 650 staff, helping to drive a cultural shift (KPI 4).

The report also highlights next steps for continuing progress on our KPIs. We are on course to meet our KPI targets and seeing a positive impact of steps we have taken to date. However, we recognise that there are improvements we can further make to close our pay gaps and ethnicity disclosure rates.

These KPIs shape our priorities for 2024/25 which will be delivered through our University and Faculty/Professional Services Wellbeing Inclusion and Culture Committees (WICCs) which will enable a whole-institution approach to change and facilitate an inclusive culture.

**2. Introduction**

The People strand of our 2030 Strategy identifies our Wellbeing, Culture and Inclusion work as a key strategic priority. It facilitates the delivery of the University’s Vision by supporting activities across the Strategic Themes and aligning work with the University’s Purpose. Our Wellbeing, Inclusion and Culture committee (WICC) oversees the activity of our Equality Groups and ensures that we meet our Equality, Diversity and Inclusion (EDI) KPIs. This report provides an update on our progress against our student and staff EDI KPIs and outlines key priorities for the 2024/25 academic year.

**3. Progress against KPIs**

- **KPI 1: Reducing Pay the Gender Pay Gap – Mean Pay Gaps (excluding casuals)**

Category	March 2023	October 2023	March 2024
<b>Gender Pay Gap</b>	<b>14.1%</b>	<b>13.8%</b>	<i>[redacted pending statutory submission]</i>

The data indicates that our Gender Pay Gap has increased slightly since March 2023. Pay gaps fluctuate due to staff turnover and recruitment activity. We will be working to understand what is driving changes in our Pay Gaps and to prepare dashboard reporting to allow us to work with our staff data more dynamically. The Pay Gaps Advisory Group will be reviewing data, actions and strategy and contributing insights to WICC. However, actions from our most recent Athena Swan action plan cover steps that will positively influence our Gender Pay Gap.

- **KPI 2: Increasing Representation within our colleague community**

Our staff profile for key characteristics is as follows:

*[data table redacted]*

Representation of staff with disabilities and of Black, Asian and Mixed staff has increased since March 2023. The proportions of Male and Female staff have remained static. The appointment of a People Insights Manager within the EDI team will help relevant committees and equality groups understand our staff profile and assist in identifying and monitoring actions.

The Disability Equality Group (DEG) action plan contains actions relating to the collection and monitoring of data relating to recruitment and engagement. The development of this database is underway, and this will allow colleagues in HR and DEG to monitor and evaluate our data on staff with disabilities. This will create opportunities for a broader range of specific actions and reports on the experience of disabled staff and applicants.

University of Exeter's Athena Swan accreditation was successful, and we were awarded the Silver Award in March 2024. The corresponding Athena Swan action plan identifies parts of the institution such as FESE and the wider Professoriate where work on improving female representation can take place. It reflects the need to monitor the movement of staff through different grades. The action plan contains themes around increasing the representation of males within the staff and student bodies where they may be under-represented.

The Race Equality Charter (REC) action plan contains several actions concerning the recruitment and retention of Black, Asian and Minority Ethnic staff. Steps are being taken to increase representation within the Library Profession and to address under-representation in the professoriate through the 100 Black Women Professors programme. The REC action plan also identifies tackling racism and isolation of Black, Asian and Ethnic Minority staff as key themes, and the Race Equality Group (REG) will be identifying actions within these areas to promote inclusivity and support the institution in retaining staff.

- **KPI 3: Disclosure rates**

*[data table redacted]*

Work continues with LGBTQ+ and Disability networks to promote disclosure and increase the number of staff disclosing. A sustained communications plan is in place through the Race Equality Group to drive and maintain a high ethnicity disclosure rate.

Figures for Sexual Orientation disclosure will become more accurate over the next year as we work with the HR Systems team to ensure that we can distinguish between staff who consciously indicated they would prefer not to say from staff who have not made an entry in ESS.

- **KPI 4: Engaging and upskilling our community**

Efforts to upskill our community for inclusivity and belonging are advancing. Bystander intervention training is accessible to both students and staff. The student program emphasises empowering intervention in potentially harmful situations. Face-to-face training sessions have reached 2037 students since August 2023. Student feedback indicates a desire for the University to make this training mandatory to address pervasive cultural issues. The AU have mandated it for all committee members. The training has supported fostering more inclusive and secure spaces.

The effectiveness of the program has attracted interest from other HEIs, seeking insights on how to embed similar initiatives within their institutions.

BMBS, medical imaging and nursing students now all receive tailored bystander intervention training as part of their preparation for clinical placements in NHS settings.

Over 650 staff have received training. The training extends beyond students to include staff teams and services, proactively addressing harmful behaviours and contributing to a safer working environment. Bystander intervention has supporting departmental culture shift. The training has formed part of department actions plans and through its targeted approach has positively impacted departmental culture, colleague morale and safety in calling out inappropriate behaviour.

The Bystander project will be building on its current impact through joint projects with students and students unions, developing tailored content for academic modules and bespoke programmes for professional courses e.g., Medicine and Education to support students in clinical and educational placements.

#### 4. Planned actions for driving progress on KPIs

The steps outlined below will have a positive impact across all our KPIs due to their intersectional and interrelated nature.

- Appraisal of our EDI & People data maturity, with a focus on understanding where data is needed and how best to service data needs.
- Supporting Faculty-level Wellbeing, Inclusion and Culture committees (WICC), including through new communities of practice to ensure effective delivery at departmental level
- Supporting other committees and groups as appropriate both in data insights and action planning, including the Pay Gaps Advisory Group and equality groups. (KPI 1 and KPI 2)
- Continue targeted positive action for enhancing representation through programmes like Elevate, Diversifying Leadership, [100 Black Women Professors Now](#) and the new Exeter Future Leaders programme. (KPI 1, KPI 2 and KPI 4)
- Continuing to develop strategies to improve the pipeline for representation at senior levels, including new PS Graduate Scheme and engagement with the 10000 Black Interns foundation. (KPI 2)
- Focus on gender equality (and ethnicity) in Biennial Professorial Salary Review, supported by Parity and Equity Review. (KPI 1 and 2)
- Focus on gender equality (and ethnicity and disability) in annual performance increment review. (KPI 1, KPI 2)
- Promotion and Above and Beyond awards are to be monitored to identify any disproportionality between the experiences of staff with different characteristics (including gender, ethnicity, and disability).
- The delivery, monitoring, and evaluation of actions across equality groups and action plans, including the Race Equality Charter (REC) action plan and Athena Swan action plan.

- Continuing work with organisations and partners (NHS, Police, FE) in the region and internally (WICC Student Advisory Board) to enhance safety and inclusion.