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Foreword

I am pleased to introduce the University Equality & Diversity Annual Report for 2007-08.

The report provides an overview of developments that have occurred during the past year and progress made on the Disability, Gender and Race Equality Schemes.

Developments in equality and diversity at the University are the most exciting in the Scottish higher education sector. The University invested energy and resources in establishing a well-resourced Equality & Diversity Unit in August 2007. This team has access to senior management on issues such as policy development, and has their support for the implementation of effective actions.

The Equality & Diversity Unit has a mandate to provide advice and support to the University community of students and staff and to liaise with external equality agencies, and is led by an experienced practitioner. The senior management and the Court remain fully committed to ensuring that fair practices and equality remain at the core of all strategic developments and activities at the University.

The national legislative developments mean that it is no longer the sole responsibility of specialist equality staff to implement equal opportunities, but all staff and students have an individual and corporate responsibility for ensuring that equality and diversity are promoted in the learning, teaching, research and working environment.

The University of Glasgow remains committed to actively pursuing a course of action that demonstrates inclusive, fair and leading edge equality practices for all.

Sir Muir Russell
Principal
1. Introduction


The report is the University’s mechanism for compliance with the requirements of the Disability, Gender and Race legislation.

The University is committed to publishing an equality and diversity report on an annual basis in December. This will include annual progress reports on the various equality duties.

2. Equality Champions

In 2006 the University implemented a unique equality structure by assigning responsibility to members of the Senior Management Group for each strand of equality. These ‘Equality Champions’ cover age, disability, gender, race, sexual orientation, and religion and belief and chair the appropriate equality working group which reports to the Equality & Diversity Strategy Committee.

The Champions act as a figurehead for their equality strand and ensure all relevant legislation is translated into University policy and practice for students, staff and visitors on campus. The overall Equality Champion at the University is the Principal.

The Equality Champions for 2007-08 include:

<table>
<thead>
<tr>
<th>Strand</th>
<th>Champion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>Professor John Coggins (Vice-Principal Life Science, Medicine &amp; Veterinary Medicine)</td>
</tr>
<tr>
<td>Disability</td>
<td>Ms Jan Hulme (Academic Secretary)</td>
</tr>
<tr>
<td>Gender</td>
<td>Professor Neal Juster (Vice-Principal Strategy &amp; Resources)</td>
</tr>
<tr>
<td>Race</td>
<td>Professor Andrew Nash (Clerk of Senate)</td>
</tr>
<tr>
<td>Religion and Belief</td>
<td>Professor David Fearn (Dean, Information &amp; Mathematical Sciences)</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Professor Noreen Burrows (Dean, Law, Business &amp; Social Sciences)</td>
</tr>
<tr>
<td>University Equality Champion</td>
<td>Sir Muir Russell (Principal)</td>
</tr>
</tbody>
</table>
3. Equality & Diversity Strategy Committee

The Equality & Diversity Strategy Committee (EDSC) was established in 2003/04 and is responsible for developing the strategic direction for equality and diversity within the University community.

This Committee is chaired by the Principal as the overall University Equality Champion. Examples of developments discussed by the Committee in the past year include:

- Review of the Staff Attitude Survey from an equalities perspective
- Approval of the Gender Equality Scheme and Action Plan
- Review of the Equality Impact Assessment policy and guidance
- Childcare provision.

4. Equality Groups

Equality Groups were established from October 2007 onwards, covering specific equality strands including age, disability, gender, race, sexual orientation, religion and belief.

Each group is chaired by the responsible Equality Champion. These groups assist with the implementation of the appropriate policy at local level and (where relevant) action plan. Membership includes staff representation from academic departments, service areas, staff networks and students.

4.1 Age Equality Group

The Age Equality Group (AEG) was established in June 2008. Examples of issues covered by the group include:

- Meeting the needs of older students
- Receiving a presentation on the proposal for a Retired Staff Association
- Support for staff that are retiring
- Ensuring both young student and staff needs are addressed
- Reviewing the existing Age Discrimination Policy.

4.2 Disability Equality Group

The Student Disability Provision Steering Group (October 2004) was reformed as the Disability Equality Group (DEG) in October 2007, widening their remit to include issues relating to staff as well as students.

Issues considered by the DEG in the year include:

- Receiving and approving the updated Disability Equality Scheme in line
with legal requirements

- Student examinations.

The Departmental Disability Coordinators raised concerns about examination arrangements for students with disabilities. These concerns were addressed via the Clerk of Senate. The outcome resulted in co-ordinated communication and provision of accessible rooms and equipment.

**Mobility scooters**

The University purchased two mobility scooters for use by students and staff for ease of travel on campus. More information is available from the Student Disability Service at [www.glasgow.ac.uk/studentdisability/mobilityscooters](http://www.glasgow.ac.uk/studentdisability/mobilityscooters).

**Personal Emergency Evacuation Plans (PEEPs)**

Departmental Disability Coordinators are encouraged to agree PEEPs with students who will require assistance during an emergency. Campus Services staff have been trained in using emergency evacuation chairs to assist during an evacuation.

**Campus Infrastructure Disability Liaison Group**

The Campus Infrastructure Disability Liaison Group (CIDLG) was set up by Estates & Buildings as a consultative forum for addressing accessibility matters. The forum assists Estates & Buildings in achieving the aims set out in the Disability Equality Scheme (DES) Action Plan for developing an accessible environment on campus. This group reports to the Disability Equality Group.

### 4.3 Gender Equality Group

The Gender Equality Implementation Group (October 2006), chaired by the interim Gender Equality Champion Professor Noreen Burrows (Dean, Law, Business & Social Sciences), was reformed as the Gender Equality Group (GEG) in February 2008. Professor Neal Juster (Vice-Principal for Strategy & Resources), has taken on the role of Gender Equality Champion and currently chairs the GEG.

Matters discussed by the GEG included:

- Receiving and approving the Gender Equality Scheme in line with legal requirements
- Equal Pay Audit.

In 2007 the University undertook an equal pay review, with the assistance of an external consultant. This followed the implementation of the Modernisation Agenda which brought different pay and grading arrangements in the University into one common pay spine.
The review considered all staff to ensure pay parity in gender and employment status within grades, and produced recommendations and an action plan for future implementation where issues emerged. Overall the audit showed that the University is within the ±5% range for staff graded within the normal pay spine which is considered within the usual accepted variances. However the process highlighted issues of occupational segregation and some other outstanding areas requiring attention, detailed within the action plan. These are currently being addressed by the University. The University has committed to completing an equal pay audit on an annual basis. In future reviews the University will include the implications for equal pay by ethnicity, disability and age.

The University is developing proposals for Professorial pay which will take account of job evaluation principles.

**Gender Equality Survey**

As part of the development of the Gender Equality Scheme (GES) [see Policy section], an anonymous survey was conducted with students and staff. 2,363 students responded to the survey, which represents approximately 25% of the total student body. 1,713 staff responded to the survey, which represents approximately 25% of all staff.

The Equality & Diversity Unit commissioned the Strathclyde Centre for Disability Studies to complete an analysis of the verbatim responses to both Gender Equality Surveys and produce a report. This report is currently being reviewed by the appropriate Equality Champions and a summary will be available in 2009.

4.4 Race Equality Group

The Race Equality Coordinating Group (established 2002) was reformed as the Race Equality Group (REG) in November 2007. Issues discussed at the REG have included:

**Integrating international students**

Members raised concerns about the integration of international students on campus and across the city. The Champion, Equality & Diversity Unit, Staff Development Service and the Departments of Accounting & Finance, Economics, Management and Law are collaborating on how best to support this process.

**Race Equality Toolkit**

The Learning & Teaching Centre (LTC) has been promoting the use of the Race Equality Toolkit (produced by Universities Scotland) to academics and those involved in curriculum design through the New Lecturer and Teacher Programme (NLTP) and LTC website.
International Student Barometer

The University has commissioned I-Graduate to conduct three annual surveys of international student experience at the beginning, middle and end of the academic year. This is benchmarked against universities from across Scotland and the Russell Group. After discussion with the EDU, I-Graduate agreed to include monitoring questions on ethnicity and disability within the Barometer for the UK higher education sector. This information was collected for the first time in summer 2008.

4.5 Religion & Belief Equality Group

The Religion & Belief Equality Group (R&BEG) was formed in February 2008. Issues considered by the R&BEG during the year have included:

- Review of the Religion & Belief Policy (see Policy section)
- Representation of faith Chaplains on campus
- Meeting dietary needs on campus.

4.6 Sexual Orientation Equality Group

The Sexual Orientation Equality Group (SOEG) was formed in June 2008. Issues considered by the SOEG this year include:

- Receiving a presentation from Stonewall Scotland
- Implementation of sexual orientation monitoring (see Monitoring section)
- Review of sexual orientation actions in the Gender Equality Scheme (see Policy section)
- University involvement in Stonewalls Workplace Equality Index 2008.

The University was one of the founder members of the Stonewall Scotland Diversity Champions programme.

Each year Stonewall runs a Workplace Equality Index which measures employers against a set of criteria. This is assessed to produce a list of top 100 employers in the UK. The University entered for the first time in September 2008, and the results are expected in January 2009.

5. Equality & Diversity Unit

Historically, equality matters at the University were supported by one personnel manager. In 2002 one dedicated post was created with sole responsibility for staffing matters. Student support was primarily focused around students with disabilities and addressed by the Student Disability Service.
In August 2007 the Equality & Diversity Unit (EDU) was established, comprising:

- Director – Naseem Anwar
- Officer – Mhairi Taylor
- Administrator – Helen Border.

The EDU is responsible for implementing student and staff related equalities policies and ensuring the University is compliant with legislation. The EDU works in collaboration with other teams across the campus to help embed equality and diversity in daily practices. The team actively engages and supports staff and students in addressing any concerns they have. The EDU advises managers in developing and enhancing current practices and future policies. This team is also responsible for liaising with appropriate agencies, external communities and organising One Glasgow events (see section 11).

The EDU services all the Equality Groups and ensures the Champions are kept up-to-date with events on campus and in the local community. For further information, please visit [www.glasgow.ac.uk/equalitydiversity](http://www.glasgow.ac.uk/equalitydiversity).

6. Policy, legislation and action planning

The University has a statutory responsibility for complying with a range of equalities legislation, and the EDU is responsible for ensuring the University has current and relevant policies and procedures reflecting this.

Equality policies at the University include the following (the date reflects the year of approval by the University Court):

- 1999 Harassment Policy
- 2004 Religion & Belief Policy
- 2006 Age Discrimination Policy
- 2006 Disability Equality Scheme & Action Plan
- 2006 Disability Policy
- 2006 Equality & Diversity Policy
- 2006 Sexual Orientation Policy

In the past year the following policy developments have taken place:

- Age Discrimination Policy
- Disability Equality Scheme & Action Plan.

The University is working towards the aims outlined in the University’s Disability Equality Scheme & Action Plan. The Action Plan has been updated in line with our legislative requirements.
Gender Equality Scheme
The Gender Equality Scheme (GES) was legislatively required to be reported in June 2008. When conducting the Gender Equality Survey and writing the GES & Action Plan, it was decided to include sexual orientation. The latter area was not required by legislation in the development of Gender Equality Schemes.

Race Equality Scheme & Action Plan
The Race Equality Scheme (RES) & Action Plan was produced in line with legislative requirements and approved by Court in 2003. The plan focused on monitoring and recruitment of staff and students. The Action Plan has been updated in line with legislative requirements.

Religion & Belief Policy
The EDU has been reviewing and revising the Religion & Belief Policy to ensure it encompasses requirements for best practice across campus. This policy will be circulated for consultation with staff and students during the next academic session.

Impact assessment
Equality legislation requires public authorities to promote equality of opportunity, to eliminate unlawful discrimination, to promote positive attitudes and foster good relations between different communities.

The legislation recommended good practice for measuring and achieving equality is to conduct an ‘Impact Assessment’ of existing and developing policies and practices.

An Equality Impact Assessment (EIA) is a systematic and evidence-based process for identifying and removing any barriers (arising from policy or practice) that may cause discrimination against a minority group.

Current legislation requires EIAs to be conducted for race, disability and gender. However the University expects the legislation to be extended to cover all equality strands in due course and therefore is committed to including other equality strands (age, religion & belief and sexual orientation) wherever practicable.

It is envisaged that the EIAs would be formally rolled out in the University in 2009. The Equality & Diversity Unit (EDU) will provide the necessary advice and support to faculties, departments and services that have the lead responsibility for developing and revising policies to help them to conduct the assessments.

The EDU has developed an Equality Impact Assessment Policy and Guide for the University. This has been approved by the Equality & Diversity Strategy Committee and is currently being reviewed through a pilot process, the results of which will be published in 2009.
7. Networks

7.1 Student Disability Network

The Students’ Representative Council (SRC) established a Student Disability Network in September 2008 which provides an online forum for students to share and exchange information related to disability matters. To join the network students must email a request for an enrolment key from the SRC. More information can be found at: www.glasgowstudent.net/events/disabilitynetwork.

7.2 Staff Networks

The Staff Networks were established by the EDU in November 2007 and include:

Staff with disabilities
The network has held three meetings and raised many matters which affect the day to day working lives of staff. The EDU takes note of these matters and either tries to address them directly or requests the Disability Equality Champion to address these matters on behalf of staff.

Women’s Network
The first network was timed to coincide with International Women’s Day and is open to all female staff. Over 30 women attended the launch event, and many issues were raised including academic promotions, equal pay and childcare facilities on campus.

Ethnic Minority staff
The network has held three meetings, and members requested a presentation from the University Archive Services about the history of black students and staff in the University.

Lesbian Gay Bisexual and Trans (LGBT) staff
The network has a chair and two vice-chairs and has held formal and informal meetings since its inception. The network reports to SOEG through the chair. The network held a summer picnic in 2008 and hosted a dinner where partners where invited.

The LGBT Staff Network has created a Moodle forum on the University’s internal learning site, allowing for easy dissemination of information and news.
7.3 Harassment Advisers’ Network

The Harassment Advisers’ Network (HAN) was established in 1999 to help implement the University Harassment Policy. This team of volunteers support staff who may experience bullying and harassment at work. The University supports a dignity at work agenda and the HAN is pivotal to implementing this.

In August 2007 the management of the HAN became the responsibility of the Equality & Diversity Unit (EDU). A coordinator for the network oversees the delivery of this service. The EDU reports HAN developments to the Equality & Diversity Strategy Committee (EDSC).

During 2007-08 the EDU invited all staff to apply for this role. A rigorous selection process was carried out and resulted in ten new appointments. All Harassment Advisers (HAs) follow a job role developed by the EDU which provides clear guidelines for responsibility and accountability.

Two training sessions have taken place to date with another in the planning stage.

The EDU introduced monitoring of harassment cases dealt with by HAs in June 2008. Furthermore, all clients are required to complete an evaluation form on the quality of the service provided by HAN.

For further information on the Harassment Policy and procedures for staff please visit: www.glasgow.ac.uk/equalitydiversity/harassmentpolicy.

8. Equality and diversity developments

Equality initiatives at the University to date include:

1989 Personnel Manager appointed responsible for equal opportunities
1995 Student Disability Officer appointed
1999 Harassment Advisers appointed (20 voluntary staff)
2000 University equality & diversity training programme delivered for heads of departments and front-line staff
2001 Equality & diversity role assigned to the Head of Staff Development Service
2002 Full-time Equality Coordinator appointed with remit for staff
2002 Race Equality Coordinating Group established
2003-04 Equality & Diversity Strategy Committee established
2003-04 Report on race equality produced in compliance with the Race Relations Amendment Act 2000
2004 Student Disability Service established, headed by Senior Student Disability Advisor (new appointment)
2004  Student Disability Provision Steering Group established
2004  Positive about Disability Symbol (Two Tick) awarded
2004  Departmental Disability Coordinators appointed in each department
2005  University conducted an Equality Audit
2005-07 Gender Action Project (European Social Funded)
2006  Seven Equality Champions appointed from the Senior Management Group
2006  Member Stonewall Diversity Champions Programme
2006  One Glasgow launched (week dedicated to equality celebratory events)
2006  Gender Duty Implementation Group established
2006  Publication of Disability Equality Scheme & Action Plan
2007  Director of Equality & Diversity appointed (January)
2007  Equality & Diversity Unit established (August)
2007  Hosted Stonewall Scotland Diversity Champions seminar – *Monitoring the Next Steps*
2007  Disability Equality Group established
2007  Race Equality Group established
2007  Staff Networks formed (for women, ethnic minority, lesbian, gay, bisexual and trans persons and staff with disabilities)
2008  Gender Action Project Conference
2008  Gender Equality Group established
2008  Religion & Belief Equality Group established
2008  Sexual Orientation Equality Group established
2008  Age Equality Group established

8.1 Staff Development

A range of voluntary equality based courses is open to all staff, including:

- Equality and diversity at University of Glasgow
- Diverse curriculum: meeting the different needs of learners
- Learning and working with disabled people
- Managing diversity in the working and learning environments
- Working with international students/staff: intercultural communication.

The courses are facilitated by an external trainer.

The Management Development Programme is open to all new heads of department, division or service. The programme includes a dedicated session on equality and diversity. This session is delivered by *Theatre And* through an interactive theatre forum.

The New Lecturer & Teacher Programme (NLTP) delivered by the Learning & Teaching Centre to all probationary academic staff has been revised for 2008-09. The NLTP has equality and diversity embedded throughout the core
units and a specific new additional unit which explores equality and higher education teaching in depth. More information is available from: www.glasgow.ac.uk/services/learningteaching/taughtcourses/newlecturerandteacherprogramme.

Staff Development Service offer two qualifications from the Institute of Leadership & Management for First Line Managers and Team Leaders. Both programmes have a mandatory session on equality and diversity in the workplace.

The EDU contributes to the University’s new staff induction session provided by Staff Development Service. A brief overview is provided on the University’s equality structure, equality policies and an outline of staff responsibility.

The Equality & Diversity Unit also provided equality training on request. In 2007-08 the unit facilitated and delivered:

- Equality and diversity training for all HUB staff
- Bespoke equality training for Senior Residents in the Accommodation Service
- Bespoke equality training for Modern Apprentices
- Harassment Advisers training
- Intercultural communications training for Dumfries Campus and the Accommodation Service.

### 8.2 Disabled Go

The University commissioned Disabled Go to complete an access audit of 80 services in early 2008. Disabled Go provides information on accessibility matters to disabled users, allowing them to make informed decisions. Their website can be viewed at www.disabledgo.info/Education.

To ensure maximum use of the provision made through Disabled Go, a physical access ‘button’ was developed to be used on the University web pages.

The Human Resources recruitment team provides information about University vacancies on the Disabled Go recruitment website.

Table 1 (following) provides information on people accessing the University of Glasgow section on the Disabled Go website.
8.3 Student Harassment Statement

The EDU, SRC and Senate Office have collaborated to produce a Student Harassment Statement outlining the processes and procedures to assist students experiencing bullying or harassment.

The SRC and EDU plan to launch the statement in January 2009, and a campaign is planned to raise awareness of this to students across campus.

9. Projects/Research

9.1 Juno

The Department of Physics & Astronomy is taking part in Project Juno, an initiative of the Institute of Physics, the professional body for UK physicists. Project Juno was developed in response to a recommendation of the ‘International Perceptions of UK Research in Physics and Astronomy’ report that a special focus is needed to attract and retain women in physics.

The Code of Practice, which is based on best practice identified from the Institute’s 2003-05 ‘Women in Physics’ site visits (in which the University participated), sets out practical actions that departments can take to achieve this, and is complementary to the Athena SWAN Charter.

The Department of Physics & Astronomy currently has Juno Supporter status and our application for Juno Champion status will be made within the next 12 months. Becoming a Juno Champion requires that the department be confirmed as meeting five principles in the Juno Code of Practice, set out below:

- A robust organisational framework to deliver equality of opportunity and reward
- Appointment, promotion and selection processes and procedures that encourage men and women to apply for academic posts at all levels.
- Departmental structures and systems that support and encourage the career progression of all staff, and enable men and women to progress and continue in their careers.

Table 1

<table>
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<tr>
<th>Month</th>
<th>Hits</th>
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<tr>
<td>Jun 2008</td>
<td>6,578</td>
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<td>July 2008</td>
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<td>Aug 2008</td>
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<tr>
<td>Sep 2008</td>
<td>3,906</td>
<td>3,906</td>
<td>1,636</td>
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<tr>
<td>Oct 2008</td>
<td>6,216</td>
<td>6,216</td>
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• Departmental organisation, structure, management arrangements and culture that are open, inclusive and transparent and encourage the participation of all staff.
• Flexible approaches and provisions that encompass the working day, the working year and a working life in SET (Science, Engineering & Technology) and enable individuals, at all career and life stages, to maximise their contribution to SET, their department and institution.

The department is developing an evidence base, which involves surveying students and staff, collating gender disaggregated statistics on recruitment and promotion of staff and recruitment and progression of students, and reviewing guidelines and practices pertinent to the five principles.

10. Consultations

The Equality & Diversity Unit responded on behalf of the University on a range of external consultations, including:
• The Scottish Parliament Equal Opportunities Committee Report – Removing Barriers and Creating Opportunities
• Improving Specialist Disability Employment Services – Public consultation on Access to Work.

11. Equality events and initiatives

11.1 One Glasgow

The University created the One Glasgow brand in 2006 to celebrate diversity on campus by hosting events and activities involving students, staff and the wider community.

The Ferguson Bequest has provided funds for events which were supported by the Equality & Diversity Unit. Professor Tom Ferguson bequeathed his estate to the University in 1977 to foster social activities on campus.

In 2007-08 the Equality & Diversity Unit supported a range of events including a ‘Football for All’ initiative for students and staff, a mental health arts event hosted by the SRC, a Stonewall seminar on monitoring, an international conference on the global politics of Lesbian, Gay, Bisexual and Transgender (LGBT) and Human Rights, and the Hannah Frank 100th Birthday Exhibition.

For the One Glasgow calendar of events, please visit:
www.glasgow.ac.uk/equalitydiversity/oneglasgow.
11.2 Learning and teaching seminars
The University hosted seminars for academic staff on ‘Supporting Disabled Students in Higher Education’ by Hazel Roberts and Dr Phil Gravestock, University of Gloucestershire.

11.3 The Service of Remembrance
The Service of Remembrance in 2007 involved members of the Sikh community speaking in place of the standard service sermon. They spoke on the contribution Sikhs, Hindus, Muslims and other minority communities made to the Allied War effort.

11.4 Installation of the University Rector
The new Rector, the Rt Hon Charles Kennedy MP, was installed on 10 April 2008. An interfaith service was held at the University Chapel involving students and staff representing the Buddhist, Christian, Jewish, Muslim, Sikh and Humanist belief communities.

11.5 Social Network Lunch
In December 2007, the Student Disability Service held a lunch to mark United Nations Day of Persons with Disabilities. This lunch gave disabled students an opportunity to meet others who use the service and forge new friendships. The lunch will be an annual event coinciding with the UN day.

11.6 Study Abroad leaflet
The Student Disability Service developed a leaflet in partnership with the International & Postgraduate Service and disabled students to encourage peers to take up study abroad opportunities. The leaflet can be viewed at: www.glasgow.ac.uk/studentdisability/studentsupport.

11.7 Validation from Student Awards Agency for Scotland (SAAS)
The Student Disability Service achieved validation status from SAAS enabling them to conduct needs assessment interviews for students wishing to claim Disabled Students Allowance (DSA) funding. This means the service is offering a Scottish Government Quality Assured Service so our students do not have to use an external provider.
11.8 The Hunterian Museum & Art Gallery

The Hunterian Museum & Art Gallery is working to embed equality and diversity within its general education programme. This year the Hunterian has devised and delivered specific projects, including diverse events as part of the national Black History Month programme in collaboration with many internal and external partners. It has also continued to work with Enable, and the Bridges Programmes, to offer work placement opportunities to people with access issues as well as asylum seekers and refugees.

Table 2

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<thead>
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<th>Number</th>
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<tbody>
<tr>
<td>School pupils</td>
<td>18 (including 2 from Additional Support for Learning Schools)</td>
</tr>
<tr>
<td>Volunteers</td>
<td>4</td>
</tr>
<tr>
<td>Students</td>
<td>18</td>
</tr>
<tr>
<td>Teachers</td>
<td>6</td>
</tr>
<tr>
<td>Work placements</td>
<td>15 (Bridges Programme/Enable)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>61</strong></td>
</tr>
</tbody>
</table>

As an outcome of the 'Making Sense of Museums' project, (see 11.9), the Hunterian has reinstated the Disability Discrimination Act (DDA) working group. The purchase of a new portable PA system in the Museum (with induction loop technology) will offer many benefits, particularly for the weekly lunchtime talk programme.

11.9 The Hunterian Museum & Art Gallery projects

The Hunterian Diversity Initiative marked the abolition of the transatlantic slave trade as part of the bicentenary of the Hunterian Museum. As part of this project the Hunterian delivered:

- A poster exhibition in the Chapel from the University Archive collections
- Nine lunchtime talks as part of Black History Month
- A four-week course of papermaking/printmaking workshops for adults
- A 'Celebrating Diversity' training day
- Five customised partnerships with diverse groups across Glasgow.

‘Making Sense of Museums’ helped the Hunterian to identify simple and complex access issues within the Museum & Art Gallery. The project enabled the Hunterian to research effective changes that would improve physical and intellectual access to the collections, through active participation and
consultation with people with sensory impairment. As part of this project the Hunterian has:

- Set up a consultancy steering group with 15 members
- Developed six pilot activities for people with sensory impairment.
- Re-established the Hunterian Disability Discrimination Act (DDA) working group.

12. Equality monitoring

The University has collected information on the makeup of students and staff for many years. The information collected is reported on an annual basis to the Higher Education Statistical Agency (HESA) and to appropriate University committees.

In 2007 the University introduced equality monitoring for staff on religion and belief and sexual orientation. Both categories provide an option stating ‘prefer not to say’.

An overview of the diversity of students and staff at the University is presented in the following tables.

12.1 Staff

The data below was taken in November 2008. The current number of employment contracts held by staff is 6,012. This includes approximately 100 staff that hold more than one contract.

Table 3 – University of Glasgow Staff Profile 2008 (November)

<table>
<thead>
<tr>
<th>Staff</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>3190</td>
<td>53</td>
</tr>
<tr>
<td>Male</td>
<td>2822</td>
<td>47</td>
</tr>
<tr>
<td>Total</td>
<td>6012</td>
<td>100</td>
</tr>
<tr>
<td>Declared disabled</td>
<td>95</td>
<td>1.6</td>
</tr>
<tr>
<td>Black and minority ethnic (BME)</td>
<td>292</td>
<td>5</td>
</tr>
<tr>
<td>Lesbian, gay or bisexual (LGB)</td>
<td>43</td>
<td>0.7</td>
</tr>
<tr>
<td>Declared belief</td>
<td>1061</td>
<td>18</td>
</tr>
</tbody>
</table>

Table 3 indicates that:

- there are more female staff than men
- just under 2% of staff have declared a disability
- 5% of staff are from black minority ethnic heritage
- under 1% are lesbian, gay or bisexual, and 18% of staff have a declared a religion or belief.
### 12.2 Students

Table 4 – University of Glasgow Student Profile 2007-08*

<table>
<thead>
<tr>
<th>Students</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>13966</td>
<td>58%</td>
</tr>
<tr>
<td>Male</td>
<td>9969</td>
<td>42%</td>
</tr>
<tr>
<td>Total</td>
<td>23935</td>
<td>100%</td>
</tr>
<tr>
<td>Disabled students</td>
<td>1457</td>
<td>6%</td>
</tr>
<tr>
<td>Minority ethnic students total</td>
<td>2459</td>
<td>10%</td>
</tr>
<tr>
<td>Black minority ethnic</td>
<td>945</td>
<td>4%</td>
</tr>
<tr>
<td>Chinese</td>
<td>590</td>
<td>2.5%</td>
</tr>
<tr>
<td>Dual heritage</td>
<td>339</td>
<td>1.4%</td>
</tr>
<tr>
<td>Other ethnic background</td>
<td>585</td>
<td>2.4%</td>
</tr>
<tr>
<td>Scotland domicile (within 30 miles of Glasgow)</td>
<td>9775</td>
<td>47%</td>
</tr>
<tr>
<td>Scotland domicile (over 30 miles from Glasgow)</td>
<td>4930</td>
<td>24%</td>
</tr>
<tr>
<td>UK domicile</td>
<td>2513</td>
<td>12%</td>
</tr>
<tr>
<td>EU students</td>
<td>1375</td>
<td>7%</td>
</tr>
<tr>
<td>International students</td>
<td>1871</td>
<td>9%</td>
</tr>
</tbody>
</table>

*Excludes information for the Department of Adult & Continuing Education

The student profile indicates there are significantly more female students.

- 71% of students are from Scotland
- 10% are from minority ethnic background
- 16% are from outside of the UK.

For all University equality policies and action plans please visit the website: [www.glasgow.ac.uk/equalitydiversity](http://www.glasgow.ac.uk/equalitydiversity).