

## HERAG's Action Plan for Race Equality in Higher Education 2013 – 2016

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Our ambitions are to:

- Improve the progression and attainment of BME students
- Create a clear career progression route for all BME staff

And we recognise that in order to do this we must:

- Raise the profile of race equality, and HERAG, across higher education
- Enable governors and leaders to deliver race equality for students and staff
- Create a bank of race equality resources and good practice case studies about students and staff to share across the sector

**HERAG**

Race equality: making a difference, making it count

**Objective 1** Improve the progression, attainment and graduate level employment of Black, Asian and minority ethnic students

	<b>Action</b>	<b>In collaboration with</b>	<b>Timescales</b>	<b>Outcomes/success measures</b>
1.1	Increase the resources that support race equality in teaching and learning	Higher Education Academy	2013-14	Reduction in the Black, Asian and minority ethnic attainment gap (1 <sup>st</sup> /2:1 honours degrees)  Positive feedback from the sector about the usefulness of the resource.
1.2	Enhance staff development resources for personal tutors to support their Black, Asian and minority ethnic students	Equality Challenge Unit, Higher Education Academy (Professional Standards Framework)	2013-14	Improvement in progression rates from year 1 to 2 and year 2 to 3  Positive feedback from the sector about the usefulness of the resource.
1.3	Develop criteria for successful Black, Asian and minority ethnic student mentoring schemes that support retention progression, attainment and employment	Equality Challenge Unit, NUS	2013-2016	Reduction in the Black, Asian and minority ethnic attainment gap (1 <sup>st</sup> /2:1 honours degrees)  Improvement in progression rates from year 1 to 2 and year 2 to 3 Employment  Positive feedback from the sector about the usefulness of the resource.

**Objective 2** Create a clear career progression route for all Black, Asian and minority ethnic staff

	<b>Action</b>	<b>In collaboration with</b>	<b>Timescales</b>	<b>Outcomes/success measures</b>
2.1	Develop race-specific information and guidance to support the research careers of Black, Asian and minority ethnic staff	Network of Black, Asian and minority ethnic staff network chairs Equality Challenge Unit HEFCE HR networks	2013-15	Improvements in the participation of Black, Asian and minority ethnic in the next research exercise (equality impact assessment).  Increase in the numbers particularly of British Black, Asian and minority ethnic Professors.  Positive feedback from the sector about the usefulness of the guidance.
2.2	Develop a 'preparing for senior staff portfolio' of initiatives/activities to identify effective strategies both within and outside the sector	Network of Black, Asian and minority ethnic staff network chairs  Equality Challenge Unit Higher Education Academy Universities and Colleges Employers' Association HR networks	2013-15	Improvement in the participation of Black, Asian and minority ethnic in senior academic and management roles  Positive feedback from the sector about the usefulness of the resource.

2.3	Develop guidance to support the recruitment and selection and appraisal of Black, Asian and minority ethnic staff	Equality Challenge Unit Universities and Colleges Employers' Association HR networks		Improvement in the participation of Black, Asian and minority ethnic in senior academic and management roles  Number of universities running unconscious bias training Number of universities offering race equality guidance in appraisal documentation
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**Objective 3: To create an inclusive environment which facilitates and promotes belonging and respect for Black, Asian and Minority Ethnic students and students.**

	<b>Action</b>	<b>In collaboration with</b>	<b>Timescales</b>	<b>Outcomes/success measures</b>
3.1	Raise the profile of race equality, and HERAG, across higher education through a variety of mechanisms including lobbying	Equality Challenge Unit, Higher Education Academy, HEFCE, Race for Opportunity HEOON, NUS, UCU and Unison	2013-2016	Stakeholder organisations and mainstream news articles/features on race equality in higher education Hold symposiums and Think Tanks to look at staff and student Race Equality.
3.2	Enable governors and leaders to deliver race equality for students and staff through race equality success criteria (what to look for)	Equality Challenge Unit Universities UK Leadership Foundation for Higher Education	2013-2015	Reduction in the Black, Asian and minority ethnic attainment gap (1 <sup>st</sup> /2:1 honours degrees  Improvement in the participation of Black, Asian and minority ethnic in senior management roles

3.3	Create a website which includes a bank of institutional race equality resources and good practice case studies about students and staff to share across the sector	HERAG	2013-2016	Number of hits, positive feedback from stakeholders