Race Equality Charter award criteria

Bronze award criteria
A Bronze award recognises that the university has a solid foundation for eliminating racial inequalities and developing an inclusive culture that values all staff and students.

A Bronze award acknowledges commitment and preparation to act. Applications should be candid about any issues identified and state clearly how they plan to address them. Institutions should also acknowledge the scale of what needs to be accomplished and what they hope to have achieved at the end of the three-year period of the award.

Bronze institutions are characterised by:

- their candid understanding of how race equality is perceived within their institution and a thorough acknowledgment of issues that exist for black and minority ethnic staff and students
- their identification of context-specific priorities for race equality work with a clear understanding of their aims and what success looks like
- a comprehensive, evidence-based action plan, underpinning the institution’s race equality priorities and aims
- having institution-wide senior and middle management commitment to advancing race equality demonstrated through their involvement with this work, ownership of actions and the allocation of adequate resources

Bronze renewal criteria
In addition to the requirements of a Bronze award, Institutions renewing their bronze will need to demonstrate progress against their previous action plan. Bronze renewals demonstrate ongoing commitment to tackling racial inequalities, and can provide evidence of actions having been completed, but the institution is not yet ready for a Silver award.

Institutions applying for a Bronze renewal will have to provide further evidence of faculty involvement and increased local accountability since the last application. This might be evidenced, for example, through an increase in actions owned by individual faculties, ownership of data by individual faculties, or public commitment by faculties.

Bronze renewals are still focused on preparation to change, with actions having been taken since the last award, but without the necessary progress and impact for a Silver award.

Silver award criteria
In addition to the requirements for a Bronze award, a Silver award recognises a significant record of activity and achievement by the institution in promoting race equality and in addressing challenges across the whole institution. Applications should demonstrate that equality is well embedded within the institution with strong leadership in promoting the charter principles, and evidence of the impact of race equality activities. Crucially, where progress has been made, the institution should be able to trace the cause.
Building on the requirements for Bronze/Bronze renewal above, a Silver level award demonstrates even more local accountability. Applications will evidence strong local ownership of actions, perhaps through specific faculty action plans. Faculties will be able to evidence the progress they have individually made to create an inclusive culture for their black and minority ethnic staff and students.

Additionally, there is an expectation at Silver level for actions to reflect the learning that has taken place and the progress that has been made. Institutions are likely to have thought further about the impact of multiple identities and their intersection with ethnicity, and this should be reflected in the application.

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<tr>
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<th>Bronze</th>
<th>Bronze renewal</th>
<th>Silver</th>
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<tbody>
<tr>
<td>Candid identification of context-specific race equality issues and priorities</td>
<td>✓</td>
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<tr>
<td>A comprehensive, evidence-based SMART action plan to improve race equality</td>
<td>✓</td>
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<tr>
<td>Institution-wide commitment, involvement, ownership and resourcing of work</td>
<td>✓</td>
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<td>Progress against the previous action plan</td>
<td>✓</td>
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<tr>
<td>Increased faculty involvement</td>
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<tr>
<td>Significant activity and impact of actions addressing race inequality</td>
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<tr>
<td>Strong local accountability of actions</td>
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<td>Increased consideration of intersectionality</td>
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**Process requirements**

Institutions will need to have carried out the following:

- Established a SAT. Advance HE recommends that the team is chaired by a senior academic leader at least pro vice-chancellor level (or equivalent).
- Conducted a survey of black and minority ethnic staff and students to gain insight into the culture of the institution.
- Interrogated qualitative and quantitative data on the experiences and outcomes for black and minority ethnic staff and students.
- Consulted with black and minority ethnic staff and students on existing issues and the development of actions and initiatives.
- Completed a REC application form which presents the results of all of the above with in-depth analyses and commentary providing the reader with a clear sense of the institution’s race-specific issues, aims and priorities.
- Created a comprehensive, evidence-based action plan, with SMART actions. Actions should be owned by people who have adequate influence and seniority to complete them. Accountability should be built into existing institutional reporting mechanisms.