School of Social Sciences
EQUALITY AND DIVERSITY ACTION PLAN 2014

I. BACKGROUND

SoSS has a long-standing record of monitoring and addressing equality and diversity. Since 2004 SPRC has appointed an Equality and Diversity Officer[1] and Diversity is a standing item on the SPRC agenda. Reports on the diversity of SoSS staff have been regularly produced for SPRC,[2] reviews and research have been conducted into diversity issues including maternity discrimination in SoSS and differential degree attainment among BME students, and SoSS has published Gender Good Practice Guidelines.

II. SOSS'S RECORD

Recent data on diversity in SoSS[3] show that the school performs comparatively well in Humanities in terms of the gender balance in senior academic leadership: 36% of Professors in SoSS are women. Women are also well represented at all levels among PSS staff.

However:

- *SoSS has a gender 'pipeline' problem*: just nine of 41 SL/Readers (22%) across the school are women. Women are over-represented in the ranks of research staff (55%) where career trajectories are less assured.

- *SoSS is predominantly White*: just 26 of 220 (11%) of academic staff and four of 56 PSS staff (7%) identify as BME. BME academic colleagues are more strongly represented among research staff lecturers (12%) and SL / Readers (17%) than among Professors (8%) and all BME PSS colleagues are employed at grades 1-4. Just five of the 26 staff who identify as BME are women.

- *There is great variation across Discipline Areas*: some DAs have achieved a high and sustained degree of gender equality (e.g. Sociology, Social Anthropology and Politics) and others in terms of ethnic diversity (e.g. Economics and Sociology).

III. SOSS ACTIONS

To replenish and develop the gender pipeline:

1. Each DA to set internal staffing targets for gender equality in order to achieve gender balance within the range of 40-60%.[4]
2. In the process of making new academic appointments, establish a strong aspiration that enough women be shortlisted to meet these targets as a minimum expectation (i.e. 40-60% of shortlisted candidates should be women).

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[1] 2004-08 Equality Officer, 2008-13 Equality and Diversity Officer, since 2013 part of the Director for Social Responsibility's brief.
[2] 2008, 2012 and 2014
[3] 2012/13
[4] Note that the Humanities 2020 target is 47% women at lecturer and professorial level.

3. Revise the SoSS mentoring policy to a) incorporate all research staff and to focus on career development, b) establish mechanisms supporting junior women into senior position.

To promote the appointment and promotion of BME staff:

1. Each DA to set internal staffing targets for promoting race equality in order to achieve a 15% representation for academic staff and 12% for PSS staff, reflecting different recruitment pools.[5]
2. In the process of making new academic and PSS appointments, a) establish a strong aspiration that enough BME candidates are shortlisted to meet these targets as a minimum expectation (i.e. 15% academic or 12% PSS of shortlisted staff should be BME candidates) and b) investigate the potential impact and effectiveness of a two ticks policy for BME applicants.
3. DAs and PSS line managers to devise mechanisms for appropriate mentoring of BME staff through the promotions process plus close monitoring of the outcomes of promotions cases.

To address the specific profiles of DAs within SoSS:

1. Social Responsibility Representatives within DAs to take on the Equality and Diversity brief and establish reporting lines to the DER.
2. Require that all HoDAs and colleagues involved in appointments, promotions and mentoring procedures receive training on unconscious bias, and implement roll out of this training across all colleagues via staff meetings.

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[5] This target is in line with the Humanities 2020 target for BME at lecturer and senior levels. This target should be considered in conjunction with the target for gender equality as the underrepresentation of BME women is of particular concern.

Table One: SoSS Staff by Gender

	School of Social Sciences								
	Academic and Research Staff (2012/13)					PSS Staff (2012/13)			
	Research	Lecturer	SL/Reader	Professor	Teaching Only	Grades 1-4	Grades 5 & 6	Grade 7	Grades 8 & 9
women	32	24	9	25	0	31	14	1	1
men	26	53	32	45	2	5	3	1	0
total	58	77	41	70	2	36	17	2	1
%female	**55%**	**31%**	**22%**	**36%**	**0%**	**86%**	**82%**	**50%**	**100%**

Table Two: SoSS PSS Staff by Gender and Ethnicity

	School of Social Sciences - PSS Staff (2012/13)											
	Grades 1-4			Grades 5 & 6			Grade 7			Grades 8 & 9		
	Female	Male	%F	Female	Male	%F	Female	Male	%F	Female	Male	%F
White	27	5	**84%**	14	3	**82%**	0	0	**0%**	1	0	**100%**
BME	4	0	**100%**	0	0	**0%**	0	0	**0%**	0	0	**0%**
Not Known	0	0	**0%**	0	0	**0%**	1	1	**50%**	0	0	**0%**
Total	31	5	**86%**	14	3	**82%**	1	1	**50%**	1	0	**100%**

Table Three: SoSS Academic Staff by Gender and Ethnicity

	School of Social Sciences - Academic and Research Staff (2012/13)														
	Research			Lecturer			SL/Reader			Professor			Teaching Only		
	Female	Male	%F	Female	Male	%F	Female	Male	%F	Female	Male	%F	Female	Male	%F
White	31	24	**56%**	22	44	**33%**	8	25	**24%**	23	38	**38%**	0	2	**0%**
BME	1	2	**33%**	2	8	**20%**	1	6	**14%**	1	5	**17%**	0	0	**0%**
Not Known	0	0	**0%**	0	1	**0%**	0	1	**0%**	1	2	**33%**	0	0	**0%**
Total	32	26	**55%**	24	53	**31%**	9	32	**22%**	25	45	**36%**	0	2	**0%**

Table Four: % Female Academic Staff in Humanities by School

2012/13	MBS	SALC	SEED	LAW	SoSS
Research	48	56	52	33	**55**
Lecturer	42	57	51	54	**31**
SL / Reader	31	42	39	38	**22**
Professor	19	37	25	15	**36**
Teaching Only	33	66	60	n/a	**0**