

EXTERNAL RELATIONS

Building Naming Review – Consultation Results and Recommendations

May 2021

Summary

The University of Salford is conducting a review into its named buildings and facilities to ensure that the naming of University buildings and the policies governing it, are appropriate and fit the values of the university community.

A special Committee has been set up to oversee this work, Chaired by the Deputy Chair of University Council. In order to support the Committee in this work, a number of policies have been presented and reviewed and a survey of all staff, students and alumni has been undertaken, along with staff forums. This report focusses purely on the work carried out since the last Committee meeting and does not detail all the ground already covered by the previous meetings - the minutes and actions of the last meeting can be found in Appendix One.

Over 400 hundred responses to the survey were received and a group of PHD students, supervised by staff in the Doctoral School, have produced an objective analysis of those responses, which can be seen in Appendix Three. Overall, 82% of respondents did feel the building names for Peel and Newton remain appropriate, but 58% of respondents provided a range of different comments, largely focusing on the importance of celebrating diversity more in the future naming of buildings and spaces and the need to find an appropriate way of recognizing the history surrounding the names Peel and Newton that could be installed in the buildings.

In the staff forums held the BAME staff network were marginally more in favour of keeping the current names than in the all staff forum, however there was a majority at both for doing so – but with the caveats outlined above on celebrating diversity in the future and finding a way to mark the history of names in the buildings, although this will focus more on Peel due to the scheduled demolition of Newton in the near future. Whilst there was lots of support for these activities, there is little provided in terms of what we could actually do, and we have therefore met as a working group supporting the committee ahead of this report to be able to provide a number of recommendations. The group wanted

to avoid the easy option of a display board giving history – which we felt wasn't a celebration of diversity as well as the contribution of historical figures – and could be seen as a hollow gesture.

Anecdotally, the feedback from the BAME staff forum was that renaming these buildings simply isn't the biggest priority and that whilst explaining the context of the naming's and celebrating diversity would be welcome, the wider work on the Race Equality Charter on tackling systemic racism, through addressing things such as the BAME attainment gap, is more important.

As part of conducting the surveys, stories were put on the staff and student hubs, along with alumni social media pages and the Students' Union websites – which were included in the weekly round-up emails. Emails were sent to Alumni registered with us, explaining the process and directing them to the survey. Overall, we have only received a small number of negative responses to the review consultation – and one negative press enquiry from a local news outlet, Manchester Confidential.

Challenges

There have been a number of challenges in getting to this point when the working group can report back to the Committee. Due to personal circumstances in the Doctoral School it took much longer to recruit the PGR Assistant than planned, and following their appointment the candidate secured bigger work elsewhere and gave notice they could not undertake this project. A second option was then drawn up, to use some high performing PHD students to undertake the assessment, directly supervised by two staff in the Doctoral School.

This means that we do not have the background research the Committee requested into contemporary views on Peel and Newton, other than the background briefings provided at the last Committee. However, the Director of the Doctoral School has high confidence in the work the students have undertaken on the assessment and her staff have worked with them on the project.

Furthermore, a high vacancy factor in the SU's engagement team meant we were un-able to hold new forums to discuss the naming review with students. However, prior to this consultation commencing student debates on this subject had been held in the wake of the BLM protests, and the SU has confirmed there was not a groundswell of opinion to rename buildings on the campus.

Recommendations

Given the outcomes of the survey and the broader work undertaken, the working group supporting this committee proposes the below recommendations for consideration that the Committee could make to the Vice-Chancellor as the outcome of this review work.

1. That the names Peel and Newton are considered to remain appropriate for University buildings, given the significant contribution they made to society and that their links to slavery are limited

but do need to be addressed as part of the context of society at the time the individuals were alive.

2. That we undertake work to celebrate diversity, address the historical context and mark the contribution the individual made by offering a number of paid commissions for students and alumni, working with art collection team, to create works that can form part of the University Collection and be displayed in the Peel Building. This will be a meaningful, creative and engaging way of providing the installation in the Peel Building, and the works would become part of the University's legacy in our Collection.
3. That changes to the Building Naming Policy be made to include a provision for future naming reviews based on the process followed on this occasion, so a precedent be set should future reviews be required.
4. Along with the changes in recommendation three, a further amendment to the policy to ensure that a robust mechanism is in place for ensuring strong candidates for future naming that reflect the diversity of the University community and result in a meaningful increase in spaces and buildings named after people from a diverse range of backgrounds.
5. A refreshed Equality Impact Assessment for the Building Naming Policy and Ethical Gift Acceptance Policy be approved.
6. That in order to ensure this work reflects the broader priorities of the university community and ensure that it is delivered as part of a joined-up programme of activity to address inclusion and diversity matters, the actions contained in these recommendations form part of the Race Equality Charter action plan.

Andrew Snowden

Associate Director External Relations

APPENDIX ONE

TERM OF REFERENCE AND COMMITTEE MEMBERSHIP

Naming Conventions Task & Finish Group

Introduction

The University feels that it is appropriate that we review our naming policy for buildings, spaces and artefacts in the light of raised social consciousness regarding how individuals have been recognised through the names of public places, streets and buildings.

The Vice-Chancellor has commissioned a small group, convened by the Deputy Chair of University Council, to carry out the review using all available sources of information combined with an open consultation to make any such recommendations for change that ensure we are consistent with our values.

Proposed terms of reference and constitution of the task and finish group

The remit of the task and finish group is to:

1. Note the University's mission and values, as set out in appendix 1 below, and to consider the adoption of the following principles as a framework for its deliberations:
 - i. It is our intellectual, moral and ethical responsibility to promote an inclusive and global perspective of the peoples and cultures of the world, particularly in view of societies' past practices that may have either deliberately or unintentionally omitted, ignored or silenced the perspectives of many groups, such as people of colour, women, lesbian, gay and transgender people, and people with disabilities, amongst others.
 - ii. Whether or not a building, space or artefact is renamed, we believe it is historically and socially valuable to retain a public record, perhaps in the form of a plaque in a building, that notes its history of naming and the reasons for renaming.
2. Review all available information regarding the naming of the university's buildings, spaces, artefacts against our values and the two principles set out above. This includes the extant Naming the University Estate Policy in appendix 2 below.
3. Review any public artefacts on the University campus and consider if the continued public display of such is consistent with our values and the principles set out above.
4. Receive, in open consultation, the views of students, colleagues, alumni and the communities we serve on the principles proposed above.

5. Revise the Naming the University Estate Policy in line with the outcome of the review and seek approval of the revised policy from the Vice-Chancellor's Executive Team.
6. Where it is felt that changes are required, to seek, as appropriate, consensus amongst the University's stakeholder communities on proposed name changes.
7. To make recommendations to the Vice-Chancellor's Executive Team about any such changes.

Membership

Deputy Chair of Council (chair)
Senior academic member of staff with appropriate subject-matter expertise
President of the University of Salford Students' Union or representative
Head of Race Equality
Representative from Salford City Council
Associate Director of External Relations
Two alumni representatives
University archivist
Administrative support

**APPENDIX TWO
MINUTES AND ACTIONS OF PREVIOUS MEETING**



UNIVERSITY OF SALFORD
Building Names and Naming Policy Task Group
Wednesday 12th May 2021, 14.30 – 15.30
Online Meeting via Teams

Present:

Sean O'Hara	Deputy Chair of Council (Chair)	SO
Andrew Snowden	Associate Director of External Relations	AS
Tara Leach	Head of Race Equality	TL
Alexandra Mitchell	University Archivist	AM
Dilip Joshi	Alumni Representative	DJ
David McGovern	Alumni Representative	DMc
Neal Hazel	Senior Academic Representative	NH
Councillor Sharmina August	Salford City Council Representative	
SA		
Temi Adebayo	President of Students Union	TA

In attendance

Rachel Brown	PA/ Directorate Support Officer (Secretary)
RB	

Min No	Description	Action Owner	Support Owner	Deadline
BNNP 12.01	Minutes of the last meeting held on 12th November 2020 Minutes confirmed as an accurate record.			
BNNP 12.02	Results of Consultation AS presented the report which was circulated to the group ahead of the meeting. The colleague, student and alumni consultations went ahead as planned in February			

	<p>2021 with over 400 responses in total. Virtual consultation sessions were led by Tara Leach and included an all colleague session and a further session for BAME colleagues.</p> <p>AS noted that unfortunately the originally appointed PGR student was unable to complete the review due to personal circumstances. The consultation commenced as planned and Ursula Hurley and Alaric Searle selected a team of PGR students with a variety of backgrounds to complete the review. This ensured we received an objective summary within the agreed timeframe.</p> <p>TL reported that results of the colleague sessions were very interesting. The attendees at the BAME session didn't feel that a focus was needed on changing the names but that other conversations were more pressing. The attendees of the colleague session felt it was more problematic but wanted to continue with the names. Both groups agreed that more awareness was needed in the form of campaigns or awareness sessions on the notion of belonging and inclusion. This could include a credit bearing course for students.</p> <p>The consensus from the student consultation was to not rename.</p> <p>All groups identified a need for more information on the individuals and this could take the form of a plaque or display in each building on campus. SA offered support from Salford City Council with regards a possible exhibition.</p>			
<p>BNNP 12.03</p>	<p>Recommendations</p> <p>SO outlined the recommendations made in the report and thanked AS the team for a meaningful way to move the actions forward. Following discussions the group agreed the recommendations below be made to Vice Chancellor, Helen Marshall:</p> <ol style="list-style-type: none"> 1. That the names Peel and Newton are considered to remain appropriate for University buildings, given the significant contribution they made to society and that their links to slavery are limited but do need to be addressed as part of the context of society at the time the individuals were alive. 			

	<ol style="list-style-type: none"> 2. That we undertake work to celebrate diversity, address the historical context and mark the contribution the individual made by offering a number of paid commissions for students and alumni, working with art collection team, to create works that can form part of the University Collection and be displayed in the Peel Building. This will be a meaningful, creative and engaging way of providing the installation in the Peel Building, and the works would become part of the University’s legacy in our Collection. 3. That changes to the Building Naming Policy be made to include a provision for future naming reviews based on the process followed on this occasion, so a precedent be set should future reviews be required. 4. Along with the changes in recommendation three, a further amendment to the policy to ensure that a robust mechanism is in place for ensuring strong candidates for future naming that reflect the diversity of the University community and result in a meaningful increase in spaces and buildings named after people from a diverse range of backgrounds. 5. A refreshed Equality Impact Assessment for the Building Naming Policy and Ethical Gift Acceptance Policy be approved. 6. That in order to ensure this work reflects the broader priorities of the university community and ensure that it is delivered as part of a joined-up programme of activity to address inclusion and diversity matters, the actions contained in these recommendations form part of the Race Equality Charter action plan. <p>The group agreed this has been an extremely sensible, reassuring exercise that they all fully support. SO thanked AS and the team for their work on this exercise and the group for their input, help and assistance in reaching this outcome.</p>			
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UNIVERSITY OF SALFORD
Building Names and Naming Policy Task Group
Thursday 12th November 2020, 10.00 – 12.00
Online Meeting via Teams

Present:

Sean O’Hara	Deputy Chair of Council (Chair)	SO	
Andrew Snowden	Associate Director of External Relations	AS	
Tara Leach	Head of Race Equality	TL	
Alexandra Mitchell	University Archivist	AM	
Dilip Joshi	Alumni Representative	DJ	
Neal Hazel	Senior Academic Representative	NH	
Councillor Sharmina August	Salford City Council Representative		
SA			
Temí Adebayo	President of Students Union		TA

Apologies:

David McGovern	Alumni Representative	DMc
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In attendance

Rachel Brown	PA/ Directorate Support Officer (Secretary)
RB	

Min No	Description	Action Owner	Support Owner	Deadline
BNNP 12.02	2. Confirmation of minutes from the meeting held on the 15th October 2020 Minutes confirmed as an accurate record of the meeting.			
BNNP 12.03	3. Review of Action Log Update: BNNP 15.02			

	<ul style="list-style-type: none"> - Following a review of the ToR a recommendation is to be made to VCET for a regular cycle of reviews of Building Names and Spaces. - Salford City Council has now concluded the internal review with no further action. It was confirmed a more inclusive approach will be adopted for future build and street names. <p>BNNP 15.03:</p> <ul style="list-style-type: none"> - A new Inclusion and Equality Assessment is being prepared by the External Relations team, this will be included in the Building Naming Policy and all associated policies. <p>BNNP 15.04:</p> <ul style="list-style-type: none"> - The proposed consultation document has been circulated ahead of the meeting for discussion. - TL presented the feedback from other institutions, it was noted that that other universities have not undertaken major reviews such as this, in any large numbers. The feedback received from two universities highlighted some of the issues we may face in how people respond to such a review. <p>BNNP 15.05:</p> <ul style="list-style-type: none"> - All feedback collated has been taken into account in the consultation paper circulated. 			
BNNP 12.04	<p>Review of Proposal for Research, Consultation and Analysis</p> <p>SO thanked AM for her detailed desktop paper which was circulated at the last meeting, this paper identified that further discussions were required around the naming of Peel and Newton.</p> <p>AS thanked the group for the feedback received following the last meeting. Prior to the completion of the paper discussions have taken place with Karl Dayson (Pro Vice Chancellor for Research and Innovation) and the doctoral team for input and support with the consultation.</p> <p>The group discussed the two options presented in more detail.</p>			

	<p>The first option would produce a short piece desktop exercise and would not add much more detail but would sharpen the research we already have. AS confirmed that the summary /assessment of feedback would be produced by a research assistant.</p> <p>The second option would be to commission a major piece of research in conjunction with doctoral school. This could include a literary review of biographies and a more detailed write up and summary/assessment of feedback.</p> <p>The group were in full agreement of option one and agreed that asking contemporary local historians for their opinions of how Peel and Newton are considered in this current time would be beneficial.</p> <p>The group discussed the suggested questions below:</p> <ol style="list-style-type: none"> 1. Have Sir Robert Peel and Sir Isaac Newton made a significant enough contribution to society to have a building named after them at the university? 2. Do you feel that either Sir Robert Peel or Sir Isaac Newton have a direct involvement in the slave trade, to which they are personally accountable, which could mean that it is no longer appropriate for buildings to remain named after them? 3. What would you like to see in the future to ensure that both diversity is celebrated and history recognised and explained, in the naming of spaces and building at the University? <p>Discussions took place around how we could make the questions clearer and avoid leading questions. AS agreed to look at merging questions one and two and recrafting question three. This would capture the ongoing approach to naming going forward and could celebrate diversity in ways such as the rainbow crossings recently displayed on the crescent.</p> <p>The timeframe for consultation was discussed and concerns around resources, staff fatigue due to the pandemic and the high level of work to be undertaken by the end of the year.</p>			
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	<p>The consultation will include a mix of questionnaires, closed events and broader all staff events. The support of Digital IT and the communications team would need to be considered.</p> <p>The group agreed that due to the above the consultation will launch in late January 2021 and conclude in late February / March 2021.</p> <p>Due to the outcome of the City Council review it was agreed that we would not consult the local community this time but take into account the recent review undertaken by Salford Council and share the feedback presented to VCET. It was agreed that future naming in Salford should include a joined up approach from both the University and Salford Council.</p> <p>Action:</p> <p>AS to consult with NH around enhancing the background research to date and the assistance local historians could provide.</p> <p>AS to amend the consultation paper with the suggestions above.</p> <p>AM to research the original naming of the Peel Building and confirm if this was named after Robert Peel or Peel Park.</p> <p>The group to forward suggested amendments of the questions to AS</p> <p>TA and AS to meet with Ed Maloney and Ian Boardman to discuss the resources required to support the student consultation. SO confirmed this must be seen to be student driven.</p>	<p>AS</p> <p>AS</p> <p>AM</p> <p>All</p> <p>AS</p>	<p>NH</p> <p>TA</p>	<p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p>
BNNP 12.05	Next Steps			

	<p>It was agreed that the next steps would be to review and tighten the proposed actions and re-word the questions. This should take into consideration a more future focused approach. A detailed discussion with all university teams involved in the consultation is required and will result in a final timeline and plan of action to be circulated to the Steering Group in January 2021. The consultation and assessment will be undertaken in February and then the final meeting of the Steering Group will take place to review and agree recommendations to be made to the Vice-Chancellor.</p>			
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	<p>The first option would produce a short piece desktop exercise and would not add much more detail but would sharpen the research we already have. AS confirmed that the summary /assessment of feedback would be produced by a research assistant.</p> <p>The second option would be to commission a major piece of research in conjunction with doctoral school. This could include a literary review of biographies and a more detailed write up and summary/assessment of feedback.</p> <p>The group were in full agreement of option one and agreed that asking contemporary local historians for their opinions of how Peel and Newton are considered in this current time would be beneficial.</p> <p>The group discussed the suggested questions below:</p> <ol style="list-style-type: none"> 4. Have Sir Robert Peel and Sir Isaac Newton made a significant enough contribution to society to have a building named after them at the university? 5. Do you feel that either Sir Robert Peel or Sir Isaac Newton have a direct involvement in the slave trade, to which they are personally accountable, which could mean that it is no longer appropriate for buildings to remain named after them? 6. What would you like to see in the future to ensure that both diversity is celebrated and history recognised and explained, in the naming of spaces and building at the University? <p>Discussions took place around how we could make the questions clearer and avoid leading questions. AS agreed to look at merging questions one and two and recrafting question three. This would capture the ongoing approach to naming going forward and could celebrate diversity in ways such as the rainbow crossings recently displayed on the crescent.</p> <p>The timeframe for consultation was discussed and concerns around resources, staff fatigue due to the pandemic and the high level of work to be undertaken by the end of the year.</p>			
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	<p>The consultation will include a mix of questionnaires, closed events and broader all staff events. The support of Digital IT and the communications team would need to be considered.</p> <p>The group agreed that due to the above the consultation will launch in late January 2021 and conclude in late February / March 2021.</p> <p>Due to the outcome of the City Council review it was agreed that we would not consult the local community this time but take into account the recent review undertaken by Salford Council and share the feedback presented to VCET. It was agreed that future naming in Salford should include a joined up approach from both the University and Salford Council.</p> <p>Action:</p> <p>AS to consult with NH around enhancing the background research to date and the assistance local historians could provide.</p> <p>AS to amend the consultation paper with the suggestions above.</p> <p>AM to research the original naming of the Peel Building and confirm if this was named after Robert Peel or Peel Park.</p> <p>The group to forward suggested amendments of the questions to AS</p> <p>TA and AS to meet with Ed Maloney and Ian Boardman to discuss the resources required to support the student consultation. SO confirmed this must be seen to be student driven.</p>	<p>AS</p> <p>AS</p> <p>AM</p> <p>All</p> <p>AS</p>	<p>NH</p> <p>TA</p>	<p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p> <p>End of December 2020</p>
BNNP 12.05	Next Steps			

	<p>It was agreed that the next steps would be to review and tighten the proposed actions and re-word the questions. This should take into consideration a more future focused approach. A detailed discussion with all university teams involved in the consultation is required and will result in a final timeline and plan of action to be circulated to the Steering Group in January 2021. The consultation and assessment will be undertaken in February and then the final meeting of the Steering Group will take place to review and agree recommendations to be made to the Vice-Chancellor.</p>			
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Date of Next Meeting: Meeting to take place in early March 2021 (Via Teams). RB to schedule a meeting in the coming weeks.

APPENDIX THREE: DOCTORAL SCHOOL ANALYSIS OF SURVEY RESULTS

Introduction

This document summarises the data of the research analysis work as part of The Building Names and Naming Review Consultation.

Three Datasets were interrogated:

1. Students (36 responses)
2. Staff (113 responses)
3. Alumni (197 responses)

This data analysis presented in the report is provided as a summary and then split by the respondent group with other trends highlighted.

Summary:

Overall

82% agreed the building names of Peel and Newton didn't need to change and 18% disagreed. Respondents across all groups irrespective of voting for or against building name changes provided feedback on current or possible ways the University celebrates diversity. This has been summarised by the group below.

Students:

In response to the question on celebration and commemoration the student community suggested cultural festivals and student recognition awards as well as doing nothing specifically as ways to celebrate diversity. 78% agreed the building names of Peel and Newton didn't need to change at this point but suggestions on how the naming of buildings and spaces could be reviewed were put forward. These were voting to decide on building names and examining the background of people nominated as part of the process; being more visible with why buildings are named and the historical significance or connections. Other considerations to naming spaces such as the use of pronouns for individuals, more representation of women, people of colour, and people with disabilities. Selections based on merit, inspirational people such as medical hero's and specific names were given such as Sir Captain Moore. A Salford focus was also suggested including specific achievements, highlighting esteemed alumni and using local place or area names close to campus as a building naming convention.

Staff:

Staff key messages included considering people and communities of buildings rather than the fabric of the building such as dockyards, old fire station. Recognising all background, beliefs, gender and sexual orientation, was important as is recognising where buildings names work well such as Mary Seacole. Some of the feedback questioned if other building, spaces and meeting rooms would be renamed, and that there have been missed opportunities to do this such as New Adelphi. Focus was given to the differences between privilege and association with emphasis on not over-righting current identities but advocating change for the future. Some notable Salfordians (seperate from Mancunians) were identified and to celebrate current and modern heroes such as Jackie Kay and Marcus Rashford. Overall 80% agreed the building names of Peel and Newton didn't need to change and 20% disagreed.

Alumni:

The alumni group echoed similar feedback, suggesting a range of ways to celebrate diversity through activities and events not just the naming of buildings. Concern was expressed at being 'reactive' and 'spotlighting' the slave trade or re-writing history rather than anti-racism or increasing diversity. The position of context was important: historical, modernist, political, cultural, societal and educational. 86% agreed the buildings names didn't need to change with 14% for a change in building names. A larger number of alumni also put forward feedback and comments as well as their response to the specific questions compared to the student group.

Is it appropriate that Sir Robert Peel and Sir Isaac Newton are names for buildings at the University of Salford?

Overall: Breakdown of those who responded to the question:

	In favour, Yes	Against, No
Outright Yes/No response	84 (42%)	21 (%)
Yes/No response with information provided	117 (58%)	23 (%)
Total	201 (82%)	44 (18%)

Students: Breakdown of those who responded to the question:

	In favour, Yes	Against, No
Outright Yes/No response	15 (47%)	4 (13%)
Yes/No response with information provided	10 (31%)	3 (9%)
Total	25 (78%)	7 (22%)

Staff: Breakdown of those who responded to the question:

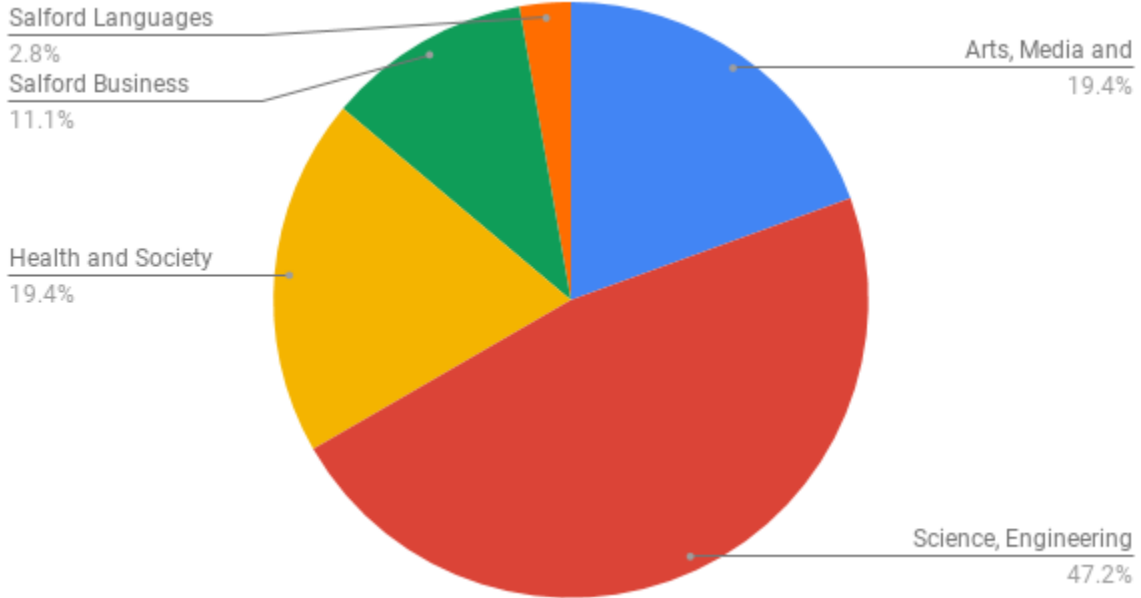
	In favour, Yes	Against, No
Outright Yes/No response	21 (20%)	7 (6%)
Yes/No response with information provided	66 (60%)	15 (14%)
Total	87 (80%)	22 (20%)

Alumni: Breakdown of those who responded to the question:

	In favour, Yes	Against, No
Outright Yes/No response	48 (46%)	10 (10%)
Yes/No response with information provided	41 (40%)	5 (4%)
Total	89 (86%)	15 (14%)

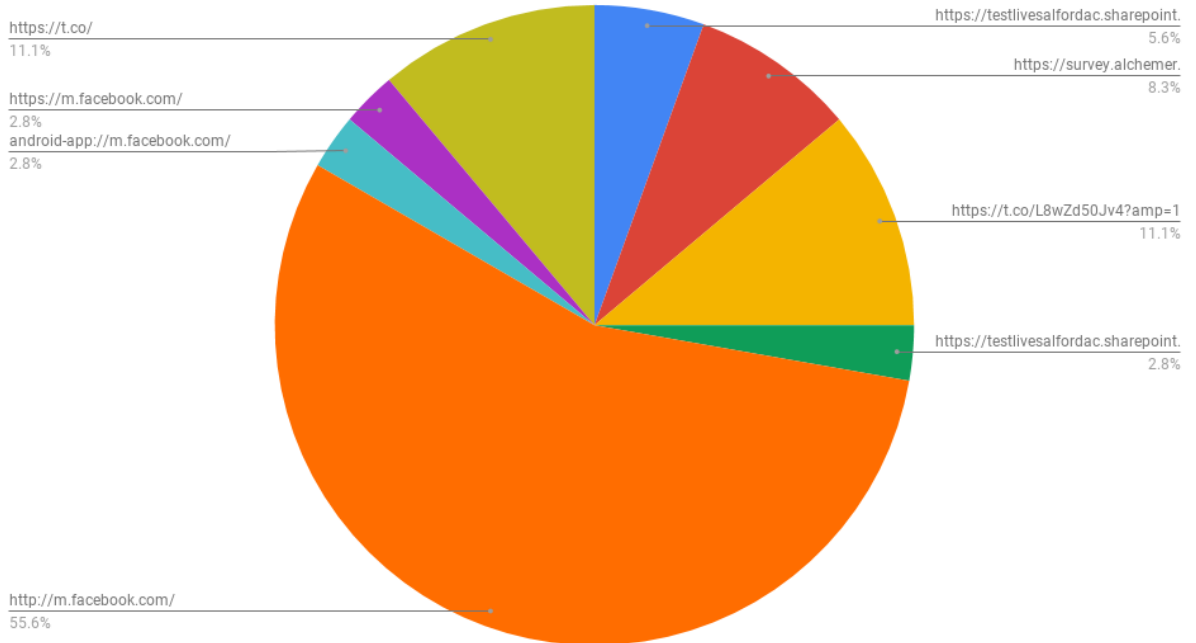
Data analysis summary - Student responses

Which School are they from?

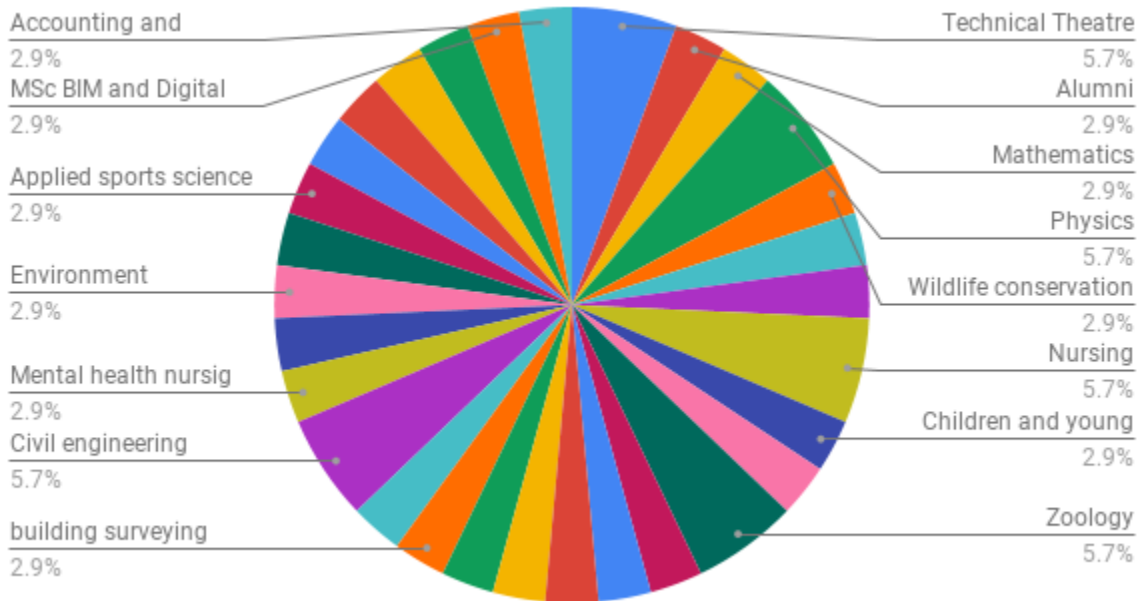


Where did respondents click to the survey from?

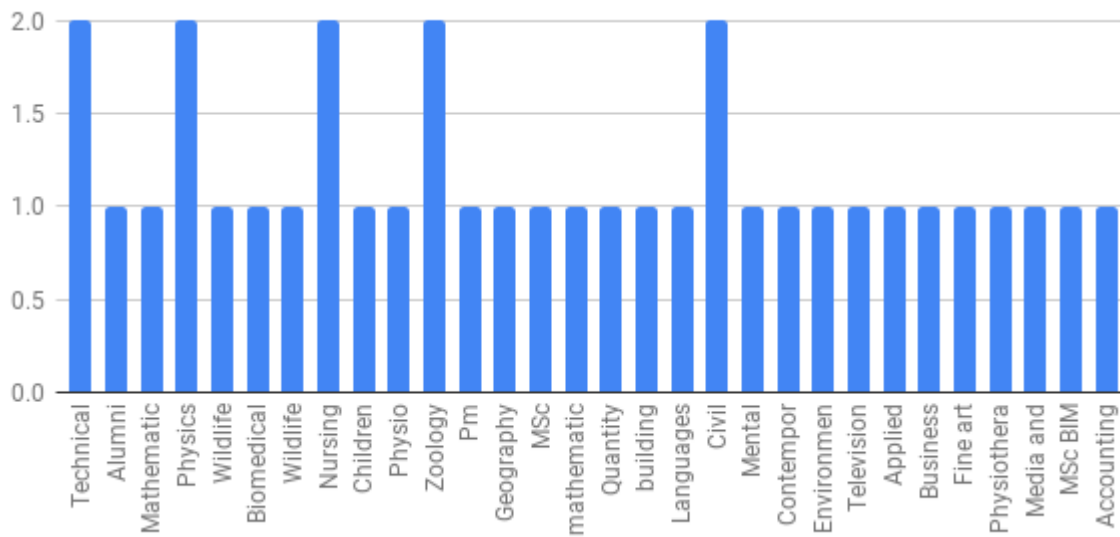
Count of Referer



Respondent breakdown by course (highlighting the highest number of respondents)

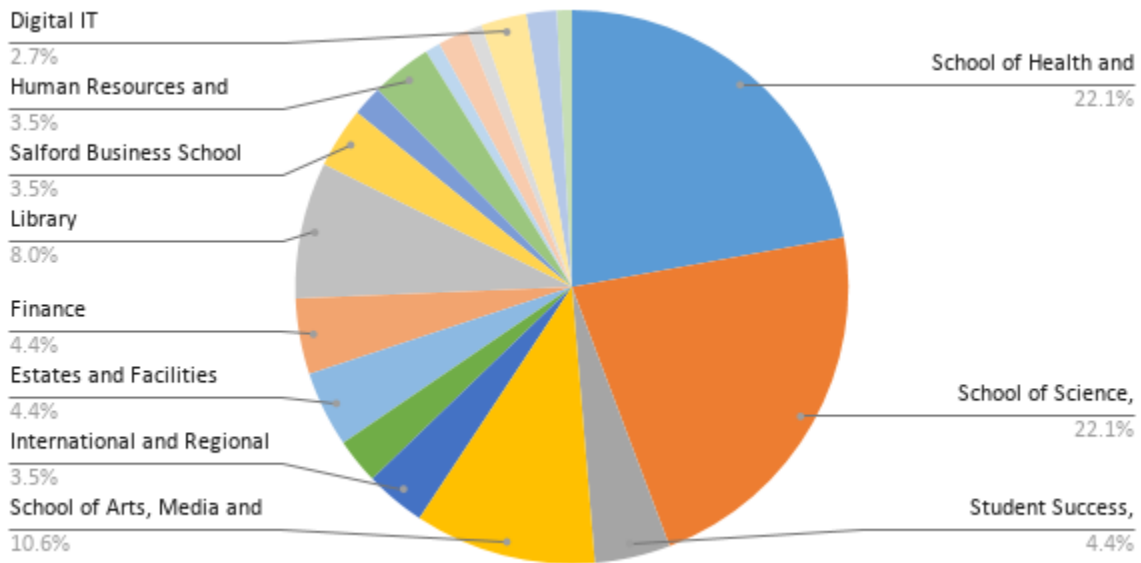


Respondent breakdown by course - all data provided



Data analysis summary - Staff responses

Where are the respondents from:



Data analysis summary - Alumni responses

