



University of
Salford
MANCHESTER



University of Salford's **Race Equality Charter Summary**

EQUITY
DIVERSITY
INCLUSION

University of Salford's Race Equity Road Map

The Race Equality Charter aims to help universities and research institutes in their work to improve the representation, progression and success of minoritised ethnic people in higher education. We have been successful in achieving a Bronze Award for the Race Equality Charter. This significant achievement, assessed by external assessor Advance HE, recognises our in-depth analysis of our race equity issues and shows confidence in our robust five year race equity action plan. Our EDI Statement of Ambition clearly outlines our commitment to being a university where inclusivity is deliberately designed and embedded into all that we do. Our Race Equity Action plan is an integral part of this commitment.

Assess

2022-2023

Our Race Equity Group was established to **challenge** current systems through data collection, analysis, consultation, focus groups, surveys and roundtables.

Challenge



"Having been involved in work on race equity for many years, this is something I am really passionate about. Advancing race equity is not, and will not, be easy, but the leadership team and I are committed to making the changes that are necessary, and to supporting the whole community in developing its diversity and orientation to learning from and with each other."

Professor Nic Beech Vice-Chancellor



Co-create

Plan 2024

We **co-created** our priorities and action plan with key action leaders, the Race Equity Group, paid students, and through roundtables and pop-up stalls to actively engage everyone at all stages.

Dismantle

Implement 2025

Action holders have begun to implement these actions which will **dismantle** discriminatory practices. Each department will have a plan to monitor their own actions and will report on progress through the EDI governance framework.



Impact

"We know through the work of our Equity Ambassadors and the paid students who sat on the Race Equity Group that this is not mere rhetoric but genuine action that will improve the lives of minoritised ethnic students at Salford"

USSU CEO & President,
Members of the Race Equity Group

Evaluate 2025-2028

We are evaluating **impact** by using theories of change to connect activities with measurable outcomes.



Observe 2027-2028

We will observe the pace of **change** through our EDI governance framework.

"Bringing together a group of diverse people to talk through the knotty issues challenging us can only ever bring about benefits. Being willing to listen to others opinions and experiences, and learn from them, gives us pause for thought – and although we might not always agree, healthy debate is key. We all need to embrace allyship, support others and take action to remove inequities."

Interim Deputy Chief People Officer, Member of the Race Equity Group

Change

Comitting to structural and sustained change can be challenging and complex, and progress is not always linear as you can see from our winding road map. What shines through is the dedication to bettering experiences of minoritised ethnic colleagues and students, with action leaders engaging in 3 rounds of action-planning conversations over 18 months. We do not shy away from the difficult conversations, which means we are on the right path.

University of Salford's Race Equity Priorities

Our Race Equity action plan covers key areas that have arisen from analysis of in-depth data and lived experiences of colleagues and students. Our focus for improvement is highlighted in 6 key priority areas in this 5 year action plan.

The action plan spotlights one or two key **signature actions** under each priority area. These are focused on dismantling structural and institutional barriers, to support the success of the other actions in that priority area. You can view the institutional action plan and signature actions on our [EDI website](#) and [Hub page](#).



Priority 1 – To deliver year-on-year improvements to student and colleague experience of inclusive culture at UoS.



Priority 2 – To increase the proportion of minoritised ethnic colleagues across all areas and grades, through enhancements to the recruitment process.



Priority 3 – To increase the proportion of minoritised ethnic colleagues across all areas and grades, through supporting career progression of existing colleagues.



Priority 4 – To narrow the gap between minoritised ethnic students and White undergraduate students in relation to the proportion of 2:1's and first-class degrees awarded.



Priority 5 – To increase representation of undergraduate Black students in the School of Health and Society, through achieving parity for Black students.



Priority 6 – To enhance the experiences of international students, through providing specific and culturally appropriate support.