

Equality Analysis (EA)

Students' Union

Student Participation

A. Policy/practice details

1. The title of the policy/practice being analysed.

BUSU (University of Bath Students' Union) Student Participation – participation of students in all BUSU activities (includes Student Activities (Clubs and Societies), Student Media, Joblink, Academic and Representation Centre, Enterprise, Volunteering, Student Training (SORTED), Bath Award and Elections

2. Please explain the main purpose of the policy/practice being analysed.

All students should have the opportunity to participate in Students' Union activities and in the representative and governance structures. Identifying access barriers to participation is a key aim of the Students' Union.

3. Who will be affected?

All students

Staff

4. Aspects of the policy/practice that particularly impact on equality and diversity.

There is a potential impact on students from all protected characteristics if there are any access barriers or if they are unaware of activities available to them. There could be a different take up of activities and there is the possibility that students may not continue with an activity if their needs are not met regarding access.

Differential participation in elections and other democratic processes may mean disenfranchisement from decision making processes for sectors of BUSU membership.

Differential participation in Academic Council or SU surveys could lead to the views of students from protected groups being unrepresented.

B. Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions.

Participation Statistics for disability, gender, and race/ethnicity to be analysed annually in July 2012 using membership data from bathstudent.com (Student Activities Manager & Deputy Chief Executive supporting all SU Managers).

Work with LGBT to identify access barriers to participation during 2012-13 (VP Community & Diversity and Advice & Support Manager)

Work with Student Services to review access barriers for BAME students during 2012-13 (Deputy Chief Executive and Advice and Support Manager)

Work with the Mature Students Group to identify any access barriers during 2012-13 (VP Community & Diversity and Advice & Support Manager)

Review the findings of the Student Opinion Survey and monitor findings against protected groups, where possible. (Deputy Chief Executive)

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age		X	
Disability	X		
Gender		X	
Pregnancy/Maternity	X		
Race/ethnicity		X	
Religion/belief		X	
Sexual Orientation			X
Transgender		X	
Marriage/civil partnership			X

C. Mitigating potential adverse impact

7. Conclusions and recommendations for amendments to the policy/practice. Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.

In 2010-11 all SU line managers analysed participation data against the University student profile and each area produced a report with recommendations. It is not possible to include all the areas recommendations within this report but some findings are outlined below. Work is underway on more structured participation analysis in 2011-12 to ensure all areas are looking at protected characteristics and reporting data in a more uniform way. Data looking at participation in the SU as a whole will also be analysed.

Volunteer Centre

Volunteer Exec to investigate volunteer opportunities that appeal to male students due to overrepresentation of female. Student Community Action had increased the number of male students since the previous year.

Volunteer opportunities to be promoted via international student email and the International Office. Further volunteer schemes, such as Pro-experience, which was set up to encourage international students to volunteer, to be explored.

Student Community Action (SCA) attracted volunteers of different nationalities. The top four student groups accessing SCA were UK, Chinese, Indian and Malaysian. Many SCA volunteers stated they wished to improve their English skills. Rag aimed to increase the percentage of international students taking part in their activities from 17% (2009/10) to 20% (2010-11) and they were successful. This included a group of Chinese students who encouraged their friends to get involved.

Data showed there was a good representation of students with disabilities across all the volunteer groups.

Bath Award

In 2010-11 there was a slight increase in female students accessing the Bath Award which meant they were higher in number than the University demographic. Student participation to be monitored during 2011-12 to see if this trend continues.

The Bath Award is promoted to international students and since 2008-9 there has been a steady increase in the number of international and EU students participating.

Students with disabilities are well represented in the Bath Award. Accessible rooms are booked for training sessions and briefings.

SORTED (Training) scheme

Recommendations and successes from 2010-11 include:

Increase sessions which appeal to male students and ensure more targeted marketing highlighting the benefits of training in vocabulary that appeals to male students.

Ensure disability awareness training is core to the Train the Trainer programme for student trainers

Sessions which appeal to international students, such as Leadership in an International Environment, contributed to the increase in international students' numbers.

Student Support Groups

LGBT/Access/Gender Equality groups/THINK volunteers – no PGR membership in 2010-11. A greater awareness of these groups/volunteer opportunities to be targeted at PGR students via the PG newsletter and other channels.

Academic Representation

Gender – the ratio of male to female academic representatives was broadly in line with the general student population in 2010-11.

The ethnicity statistics demonstrated a similar breakdown to that of the student population, with a slightly higher number of white students participating. There was an increase in both Black and Chinese students participating.

Students with disabilities – statistics show that it would be useful to monitor the number of students standing for elections against those that are successfully elected

Student Sport

The Sports Association raised awareness around disability - taster sessions of Wheelchair basketball in 2009-10.

The Sports Association is actively encouraging women involvement with sports in response to participation data and national data from Sport England. This includes recreational and competitive sport (British University and Colleges Sports, BUCS). Lacrosse, for example, has seen an increase in the number of females due to the fact a second women's team was entered into the BUCS competition. Interventions like these will be encouraged and monitored during 2011-12.

Societies

Overall there is a good gender split but individual societies with a higher representation of male or female students are being identified. In some cases, such as some departmental societies where the department has a higher number of male or female students this may not be an issue but where there is no obvious reason further work on identifying access is also being undertaken. Data on race has also been analysed in some societies and in 2012 the societies participation statistics as a whole will be analysed.

Sabbatical Elections

Targets were set in 2010-11 and 2011 - 12 for candidates standing and for students voting. These included gender and international status. The Elections Strategy included targeting promotional materials at groups such as women and international students. Sessions were run for any students interested in standing. Information aimed at specific students such as international students. Visa information was placed on the elections website

as this was identified as one of the reasons international students did not stand.

NB. Above are only a few areas identified in the various reports. The 2011-12 Participation Report is currently underway. Initial analysis and key actions will be available after Sept 2012 once participation data and Student Opinion Survey is reviewed.

Participation data on Sexual Orientation, Religion and Trans will be available from 2013 -14

8. Timescale for implementation of changes or introduction of new policy.

By July 2013

D. Publication

9. Final reporter:

Mandy Wilson-Garner, Deputy Chief Executive, Students' Union

10. Date:

30.4.12

11. Review date:

Initial Review Sept 2012 – once participation data has been analysed

Monitor Jan 2013 and July 2013

Sept 2013 Second full review