



BU Race Equality

Bournemouth
University

Working Together For Change



BU Race Equality Principles

1

Racial inequality is a major issue across HE

2

People of all ethnicities to benefit equally from HE

3

Long-term solutions to avoid a deficit approach

4

De-homogenise people of colour from 'BME'

Our Structure

Leadership Team

Gelareh Roushan

Co-Chair REC SAT

Deborah Gabriel

Co-Chair REC SAT

*James
Palfreman-Kay*

E&D Officer

STRATEGIC
MANAGEMENT

Operational (REC SAT) Team

FMC

FHSS

Sci-Tech

Management

Business School

Professional

Race Equality Network

STRATEGIC
SUPPORT

Race Equality
Charter (REC)
Self-Assessment
Team (SAT)

ENGAGEMENT

Staff & Students Across BU

The Race Equality Charter

- Managed by the Equality Challenge Unit.
- BU became members in 2016.
- Aims to improve the representation, progression and success of staff and students of colour within HE.
- Currently, 48 universities are members.
- Currently 10 institutions hold awards.
- BU is applying for an award in 2019.

Learn more about the Race Equality Charter



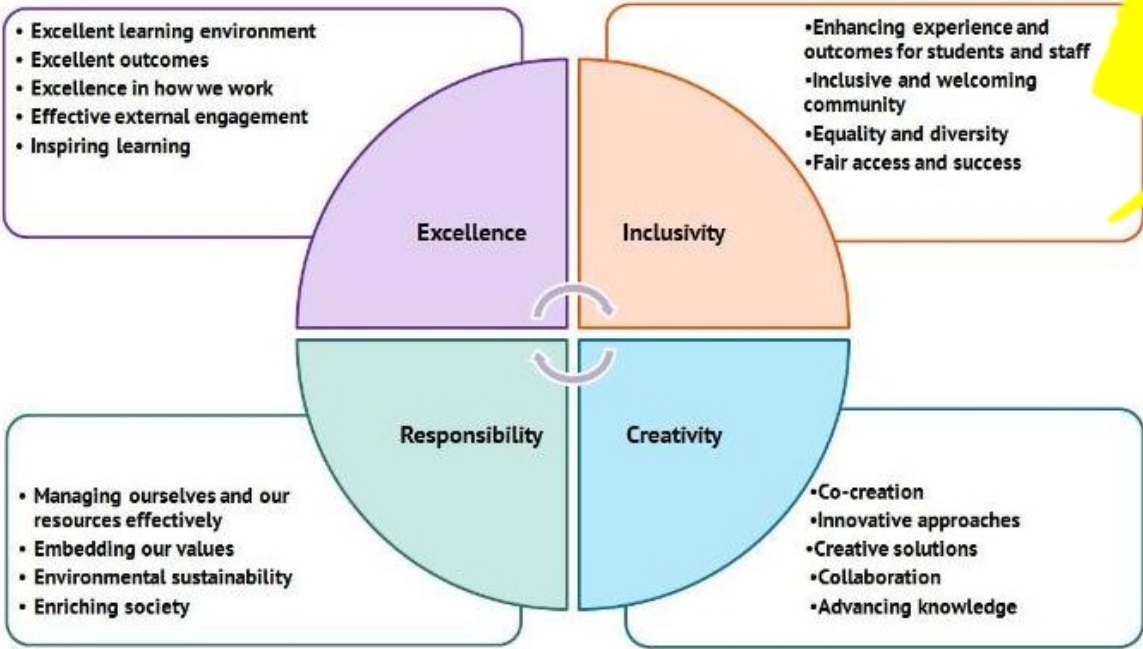
Our Engagement Plan

- Monthly news updates on our work.
- BU2025 'Inclusivity' Case Studies.
- Fusion Case Studies.
- Twice-yearly workshops for reflection and learning.
- Annual Event to showcase our work, engage staff and students and the local community.



BU's Commitment to Race Equality

Our work supports BU2025



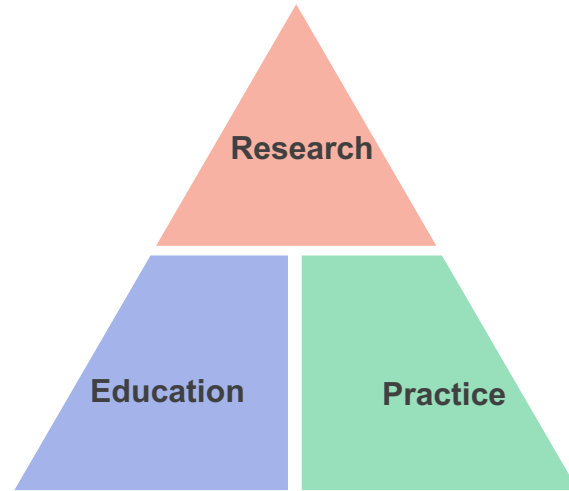
Tackling gaps
progression for all

[Learn more about BU2025](#)



Embedding Fusion

Our work is aligned to the Fusion Model



[Learn more about Fusion](#)

Case Study Criteria

Specific, strategic & targeted interventions, evidenced and linked to key areas of focus.

Key Areas of Focus



Black & Asian Students

01

Student Outcomes

- Tackle the degree attainment gap
- Improve progression to PG study
- Improve employability

02

Student Experience

- Improve student satisfaction

Black & Asian Staff

03

Recruitment

- Increase recruitment

04

Progression

- Address barriers to recruitment & progression
- Improve support

BU's Journey

2016-2019



2016

- REC Steering Group
- Terms of Reference
- Critical Framework

2017-2018

- REC surveys
- ULT Presentation
- ULT Briefings
- Analysis of data

OCT 2018 - JAN 2019

- Analysis & presentation of data by SAT to create a narrative;
- ULT Action Plans & Critical Leadership Workshop
- REC SAT team- Identifying actions and timescale for implementation
- Completion of Draft Submission

KEY DATES

FEB 2019

External review

MAR-JUN 2019

Amendments

JULY 2019

REC Submission



How Will You
Participate?

Opportunities for Participation

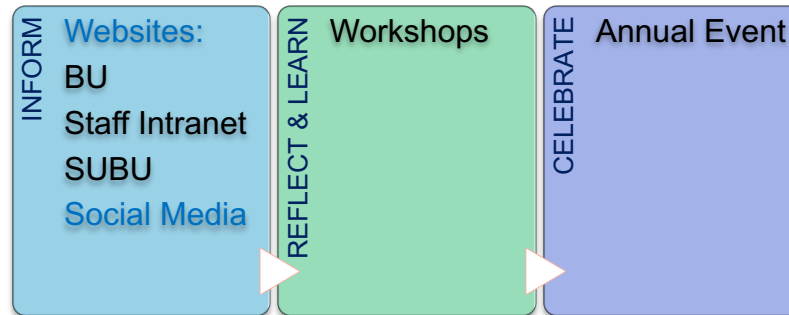
Operational Team

Race Equality
Network

BU2025
Case Studies

Fusion
Case Studies

ENGAGEMENT



MONTHLY

TWICE YEARLY

YEARLY



BU Race Equality
Bournemouth
University



Contact Us

diversity@Bournemouth.ac.uk

