

UCU  
Unison  
Unite

6<sup>th</sup> July 2018

Dear Shelia Gupta,

In the context of the University's restated commitment to equality and diversity in the University's new strategic plan and in the light of the findings in the recently released CHUCL report, the University of Sussex UCU, Unison and Unite branches would like to engage with the institution regarding the Public-Sector Equality Duty.

We note from the **Equality and Diversity Report to Council 2016/17** that the Deputy Pro-Vice-Chancellor (Equalities and Diversity) has been '*communicating and consulting with staff across the whole University to understand what needs to change and the priorities for action*' in relation to equality and diversity.

Our understanding of the PSED is that the University must meet the three aims of the General Duty to fulfil its obligations, namely:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different people when carrying out their activities

We also note and welcome the findings of Professor Westmarland who reported in January 2017. The report highlighted four broad areas of concern, three of which are reproduced here:

1. The University failed to follow and/or operationalise its own policies and procedures.
2. There was an inadequate risk assessment.
3. There was an over-reliance on and lack of scrutiny of Human Resources (HR) decision making.

Our reason for drawing attention to Professor Westmarland's findings is that UCU have growing concerns about what we would identify as institutional failings relating to equality in the Science Policy Research Unit. Our concerns centre on the following:

- We believe SPRU has only ever appointed white members to its executive committees
- White members of staff appear to progress via regular promotions in a way which seems unavailable to black and minority ethnic members of staff

Could you please provide as a matter of urgency monitoring data listed by grade since 2002 and disaggregated by ethnicity? Also copies of Equality Impact Assessments conducted on any of the functions of the SPRU.

Aside from the reports mentioned above does the University hold any policy documents which inform us of how it intends to meet these obligations? Further, can you detail who was consulted and how this consultation fed into policy development and the development of strategy on the delivery of objectives?

We would like to meet with you and the Vice-Chancellor and Deputy Vice-Chancellor and the Deputy Pro-Vice-Chancellor to discuss the issue of equality across the University. This

meeting also could include our delayed discussions on the Gender Pay Gap findings and reports and we could discuss how best UCU, Unison and Unite can feed in to the current stated aim of the Vice-Chancellor to *'create a truly inclusive Sussex (which) will be a core foundation of our strategy for 2025.'*

Yours sincerely,

University of Sussex UCU, University of Sussex Unison, and University of Sussex Unite.

cc Vice- Chancellor; Deputy Vice Chancellor