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Higher Education Funding
Council for Wales

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Cylchlythyr | Circular

Consultation on funding to support race equality in higher education

Date: 24 March 2022
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To: Heads of higher education institutions in Wales
Response by: Friday 22 April 2022
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This is a consultation on proposals to allocate additional funding from 2021/22 to support race equality in higher education.

If you require this document in an alternative accessible format, please email info@hefcw.ac.uk.



Noddir gan
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Introduction

1. This is a consultation on proposals to allocate additional funding from 2021/22 to support race equality in higher education.
2. [HEFCW's 2021-22 remit letter](#) from Welsh Government set out an expectation that *“during this coming year I want to see all of our institutions begin the process of achieving a Charter Mark as a demonstration of their commitment to eradicating racism and racial inequality at all levels within the sector”* (paras 17-18). We will also take account of our 2022-23 remit letter in finalising our race equality guidance.
3. The Welsh Government has consulted on its draft [race equality action plan](#) which will include actions for higher education in relation to staff and students. HEFCW submitted a consultation [response](#). The consultation received 320 responses and Race Equality First was commissioned to help analyse the responses. We understand the revised Anti-Racist Wales Plan will be published in May. It is likely that the Welsh Government will expect the sector to at least continue to build on existing work, including sharing practice through networks and delivering on its expectations on working towards a race equality charter. We will take account of the Welsh Government’s race equality action plan in finalising our guidance.
4. In 2021/22 we grant funded Advance HE to deliver the race access and success enhancement programme. The programme report and the commentary report by Susan Cousins are published on our website [Advance HE: race, access success summary report](#) and [Advance HE: race, access and success commentary report](#).
5. HEFCW’s Council agreed a total allocation of £500k in 2021/22 and £1m annually in 2022/23, 2023/24 and 2024/25 to support race equality in HE, subject to HEFCW budgets (and the transition to the Commission for Tertiary Education and Research) and satisfactory commitments from universities.

The purpose of additional race equality funding

6. The purpose of additional race equality funding is to:
 - i. improve race equality and support culture change in higher education in line with our race access and success policy developments and the Welsh Government’s Anti-racist Wales plan;
 - ii. ensure universities continue to meet their duties under the Equality Act 2010 and Public Sector Equality Duty (Wales) 2011¹, as they relate to race and other protected characteristics including taking

¹ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not.

- account of intersectionality and acting ‘in the spirit of’ the socio-economic duty²;
- iii. improve data and information collection and analysis to strengthen universities’ evidence-base for race equality in all policies, planning and implementation for staff and students;
 - iv. enable whole university approaches including applicants, staff, students and those who engage with the university;
 - v. tackle issues of identity-based violence, abuse and sexual abuse, harassment and hate-crimes as they relate to race and protected characteristics that intersect with race, such as religion and belief;
 - vi. enable more rapid progress towards to a race equality charter, building on initial work undertaken through the Advance HE race access and success enhancement programme;
 - vii. ensure universities respond effectively to recommendations in UK reports including the Equality and Human Rights Commission report [Tackling racial harassment: universities challenged](#) and [Tackling racial harassment in higher education](#);
 - viii. help universities to participate in HEFCW-supported networking events and share practice;
 - ix. enable universities to provide information and monitoring returns to HEFCW to account for race equality funding and deliverables.
7. This funding will contribute to universities’ support of the Well-being of Future Generations Act’s goals and ways of working. We are providing long-term funding to prevent inequality and to support culture change. This funding will enable universities integrate race equality considerations in all they do. The funding aligns with our policy priorities and funding including but not limited to: staff and student well-being and health, including mental health; the student experience; learning and teaching; safe and inclusive higher education; violence against, women, domestic abuse and sexual violence; the Reaching Wider Programme; fee and access plans, higher level apprenticeships; and the [Go Wales Achieve through Work Experience Programme](#). This funding will enable the further involvement of staff, students and other interested parties with lived experience and collaborative work with schools, colleges and other partners.

Funding methodology and conditions of funding

8. We propose that universities’ allocations in 2021/22:
 - i. include a funding floor of £50k in 2021/22 to provide a reasonable level of additional resource in the initial funding period (April to July 2022);
 - ii. use HESA 2020/21 student data which are based on the HESA standard registration population, reduced to a headcount i.e. if a student has more than one enrolment then they are counted only once;

² Welsh Government socio-economic duty expectation to act in the spirit of the duty. [Socio-economic Duty: an overview](#)

- iii. use student data which includes the whole student body: all modes, levels, domiciles;
 - iv. are based on verified HESA data;
 - v. as is our usual practice, Royal College of Music and Drama student data is included in University of South Wales data and allocation.
9. Conditions of funding are as follows:
- i. the HEFCW allocation in 2021/22 is subject to universities committing to match fund allocations in 2022/23, 2023/24 and 2024/25. There is no expectation of match funding in 2021/22.
 - ii. allocations in 2021/22 are subject to all institutions being members of a race equality charter by end the March 2022.
 - iii. in subsequent years funding will be on condition of universities demonstrating that they are taking all reasonable steps to achieve a charter mark by 2024/25.
 - iv. we reserve the right to withhold or clawback funding not spent in full, not spent in the year in which it was allocated, where other funding conditions have not been met, where full and satisfactory reporting has not been achieved or where funding has not been utilised for the purposes for which it was intended.
10. Taking account of the information provided in this circular, institutions' allocations in 2021/22, subject to conditions of funding, returns and reporting to us, would be as follows:

Institution	£
University of South Wales	59,137
Aberystwyth University	50,000
Bangor University	50,000
Cardiff University	85,621
University of Wales Trinity Saint David	50,000
Swansea University	55,242
Cardiff Metropolitan University	50,000
Wrexham Glyndŵr University	50,000
The Open University in Wales	50,000
Total	500,000

- 11. Subject to consultation responses and universities confirming they meet the conditions of funding, we anticipate allocating funding in late April 2022.
- 12. We will set out deliverables and monitoring requirements for this funding in our consultation outcomes circular.

Assessing the impact of our policies

- 13. We have undertaken an impact assessment on the race, access and success policy developments. In updating the impact assessment we have included assessment of the race, access and success funding methodology

to help safeguard against discrimination and promote equality. We also considered the impact of policies on the Welsh language, and Welsh language provision within the HE sector in Wales and potential impacts towards the goals set out in the Well-Being of Future Generations (Wales) Act 2015 including our Well-Being Objectives. Contact equality@hefcw.ac.uk for more information about impact assessments.

Consultation questions and funding commitments

14. Consultation questions are set out in a template in **Annex A**. Please return the template to Amanda Phillips.

Further information / responses to

15. For further information, contact Jane Johns (jane.johns@hefcw.ac.uk).
16. Please submit consultation responses by email to Amanda Phillips (amanda.phillips@hefcw.ac.uk). Responses should be submitted to us by **22 April 2022**. We will be unable to accept responses after this date.