

EQUALITY, DIVERSITY AND INCLUSION

Solent University's Board KPI on the B.A.M.E. Awarding Gap

The UK higher education sector has a global reputation for excellence. UK universities are achieving some success in attracting increasingly diverse undergraduate cohorts. However, an awarding gap between students of different ethnicities exists at the vast majority of universities, and evidence suggests that these cannot be explained by a student's background or prior qualifications. The awarding gap is the difference between the proportion of UK-domiciled White students who gain a 1st or 2:1 undergraduate degree compared to the proportion of UK-domiciled B.A.M.E. students who gain a 1st or 2:1 undergraduate degree.

At Solent we wanted to hold ourselves to account for eliminating the B.A.M.E. awarding gap. By creating a Board-level KPI we ensure that senior managers and the Board reflect upon our progress and can make critical adjustments where needed.

Our Board-level KPI is:

To reduce the B.A.M.E. awarding gap to 8.4 per cent by 2025 and to zero by 2031