

THE AWARDS 2020

Outstanding Contribution to Equality, Diversity and Inclusion

Institution name	University of Gloucestershire
Submission title or project name	Reciprocal Mentoring at the University of Gloucestershire
Nominee/key personnel	Clare Peterson, Equality and Diversity Manager; Daniel Ramsay, Head of Academic Services
URL	
Submission	<p>Our 2017 National Student Survey (NSS) data revealed that our home black, Asian and minority ethnic students gave low scores in aspects of their student experience. To improve our BAME students' experiences and reduce our awarding gap, the university leadership needed to understand the daily challenges the students faced as they lived their student journey.</p> <p>In 2017/18 we trialled a reciprocal mentoring programme, partnering our BAME students with senior leaders. Following the successful trial, the programme was established with Executive support in October 2018.</p> <p>Our programme harnessed the power of mentoring into a mutually beneficial relationship. This dynamic relationship built trust, breaking down barriers and prejudices. Our students shared their personal stories to develop greater understanding and appreciation amongst senior leaders. Our senior leaders gained insight, and our students developed skills and knowledge to increase their employability and social capital.</p>