



EQUALITY & DIVERSITY SURVEY REPORT 2017/18

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OVERVIEW OF EQUALITY & DIVERSITY IN UOB ARCHERY

The survey posted on the UoB Archery Members Facebook group was answered ten times. Generally, most of these cases were in agreement that UoB Archery is diverse, accepting of all peoples and equal in treatment towards its members, customers and visitors, at the time of this report.

I. SURVEY DISTRIBUTION

The equality and diversity survey for the sake of this report was made from a survey template created by Bristol SU on Jotform. The survey was distributed to the members of the UoB Archery Facebook group on Saturday the 28th of April 2018. This survey highlighted questions about UoB Archery's equality and inclusiveness to its members, as well as any steps UoB Archery should take to improve equality and inclusiveness.

II. SURVEY CONTENTS

There were some compulsory questions set in the survey, in which the survey cannot be submitted unless these questions were completed. The compulsory questions were as follows:

1. How long have you been a member of UoB Archery?
2. Do you feel that UoB Archery has a strong atmosphere of equality and inclusiveness?
3. Do you feel that the membership of UoB Archery is diverse?
4. Do you feel UoB Archery is doing all that it can to have a diverse membership?
5. Have you ever witnessed or experienced harassment or discrimination in UoB Archery?
6. Do you feel that UoB Archery listens to its members and makes changes in response to their views?

Questions 2, 3, 4 and 6 are multiple choice with options: strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree and strongly agree.

III. RESULTS

Most responses to the survey were from those in their first year of being member of UoB Archery, which contributed to 70% of responses, while those in their second year of being a part of UoB Archery contributed to 30% of the responses.

Results from all ten responses showed that questions 2, 3, 4 and 6 were either 'strongly agreed' with or 'somewhat agreed' with.

Question 5 was outright answered as 'no' by all ten responses.

Some responses answered the non-compulsory questions of the survey, which were mainly thoughts about the question

asked about UoB Archery or some suggestions for improving equality and diversity in UoB Archery.

Some suggestions for UoB Archery and its equality and diversity included advertising the club and sport to be accepting of disabilities, as it is still possible for individuals with disabilities to shoot. In addition, one response suggested that all of the committee should appear at the fresher's fair stall.

The full results can be found on UoB Archery's website under the tab 'Club Values' and subheading 'Equality and Diversity' as an Excel file.

IV. DISCUSSION

One written non-compulsory question answer was not able to be taken as conclusive evidence for improving UoB Archery's equality and diversity. This answer was the one which addressed all of the committee of UoB Archery no attending the fresher's fair stall. This response was taken as inconclusive as the size of the fresher's stall and the need for committee members to take breaks, such that they can use the fresher's fair for their own needs, was necessary for good functioning of the stall.

V. CONCLUSIONS

From the responses, it appears that UoB Archery is agreed by its members to be a diverse and equal club due to the lack of discrimination and welcoming of all people to take part.

It is suggested that the taster sessions and beginners courses run by UoB Archery contributed to the welcoming factor for all different people, which is agreeable as holding more taster sessions can attract a greater number of those interested in joining the club.

Overall, the sample size of responses received for the survey implies that members generally agree UoB Archery is a diverse and equal club and its efforts to do so are known by its members. Moreover, improvements to UoB Archery's equality and diversity exist as some suggestions were sent in the responses.

VI. ONE YEAR PLAN

Over the next year of the academic year, UoB Archery will continue to grow its support for equality and diversity by maintaining the taster sessions, fresher's fair stall and beginners courses such that all peoples are able to be welcomed to the club and have the opportunity to take part and engage with its community.

Furthermore, UoB Archery will be insistent that its sport and club is available to those with disabilities by advertising this on its Bristol SU page, UoB Archery website and on the fresher's fair stall.

UoB Archery will also run an annual anonymous survey to its members to ensure that its equality and diversity are seen to be existent throughout the club by its members. If this annual survey returns evidence that the club is not equal and diverse, then the committee shall meet to discuss the implications and conclusions from the results of the survey and seek further advice from the Bristol SU, if a suitable solution is not found.