

Institute of Coding

33 Universities

60+ Businesses and Outreach organizations

£40M OfS Funded Project

Theme 1 - Creating industry-ready graduates;

Theme 2 - Upskilling workers already in the tech industry to gain higher level skills;

Theme 3 - Upskilling workers in other industries (e.g. healthcare; law etc)

Theme 4 - Attracting more diverse groups that have been poorly served (e.g. women, ethnic minority groups; people with disabilities; the unemployed)

Theme 5 - Identifying and sharing best practice; monitoring progress and developing a long term sustainable future for the IoC.

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Theme 4:

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Theme 4

Diversity and Inclusion
Widening Participation

BAME (Black, Asian, Minority Ethnic)
Social Mobility
LGBT
Age
Gender
Disability
Religion
Neuro-diversity

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Core IoC Team at MMU



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7 Challenges

1. Address widening participation, diversity and inclusion issues from early contact through to **employment**.
2. Understand and work to **remove barriers** to broader participation, drawing on previous work in academia and industry and conducting further national research as needed.
3. Review and revise **curricular** content and presentation to remove barriers and appeal to a broader participation base.
4. Develop innovative products and services to provide more **flexible** opportunities for a broader participation base. people, returners to work and local communities.

7 Challenges

5. Act as a **national focal point** for HEIs, employers and organisations with expertise or interest in WP, diversity and inclusion to share existing research, experience and good practice, and work together on new initiatives.
6. Promote HEI awareness and uptake of the **Athena Swan Award**, and feedback any insights and lessons learned to Advance HE.
7. Achieve **national and sustainable impact** in selected areas of widening participation, diversity and inclusion, including women, young people, returners to work and local communities.

Theme 4 Work plan

1. Culture

2. Pipeline

3. Curriculum

4. Delivery

5. Repository

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Culture

This work package will facilitate an improved awareness and understanding of barriers to broader participation in the sector. It will actively promote culture change through workshops and forums.

Culture

- Toolkit on overcoming barriers
- Diversity and Inclusion Forum
- Diversity and Inclusion Training/Workshop series

Pipeline

Improved visibility, coordination and coverage of widening participation, diversity and inclusion activities from early contact through to employment.

Pipeline Work packages

- Coding event for School/Colleges
- Targeted events to increase under-represented groups (School age)
- Targeted events to increase under-represented groups

Curriculum

Improved appeal of curricula to a broader participation base through development and dissemination of curriculum design guidelines expressed through IoC accreditation

Curriculum Work Packages

IoC Accreditation standard for D&I (working with Theme 1)

Curricula development for diverse and inclusive digital world

Delivery

Enhanced suite of flexible products and services to provide improved opportunities for a broader participation base.

Delivery Work packages

- Two year accelerated Degree in Software Development
- Targets are in this sub Theme - need to deliver to real people

Repository

Improved coordination of information sharing and evidence-based initiatives in widening participation, diversity and inclusion issues through the creation of a national forum for HEIs, employers and organisations, supported by an Inclusivity and Diversity Board.

Enhanced national and sustainable impact through improved awareness, engagement and coordination of widening participation, diversity and inclusion information and initiatives among HEIs, employers and other organisations.

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Success Criteria

8. Participation of groups underrepresented elsewhere in digital skills education/training promoted through the activities of the Institute of Coding
 - a. Membership of the IoC Diversity and Inclusion Advisory Board agreed
 - b. National strategy developed to ensure that learners traditionally under-represented nationally in computer science courses at levels 6 and 7 are better represented within the Institute of Coding
 - c. Carefully targeted national inclusivity campaign run under the banner of the Institute of Coding by the end of the HEFCE funding period
 - d. Widening participation by women in digital skills education and training promoted across the IoC
 - e. Widening participation by learners identified in the HESA widening participation set promoted across the IoC

Targets

At least 875 of the 2,500 additional learners to be women.

At least 250 of the 2500 additional learners, to come from groups identified in the HESA widening participation data set.

How the Board Can Support Theme 4

Input of Industry Expertise

Surface and share internal programmes and best practice

Linking Theme 4 into your networks

Engagement with Forums and Events

Provide role models

Upcoming Activity

Theme 4 presenting a session on addressing the Gender imbalance at the IoC Conference in March
Gillian Arnold, barriers to attracting and retaining women in tech
Katie Gallagher, #DigitalHer an employer-led initiative on attracting more women into Tech
Panel Discussion including a female IoC learners

Creation of a National IoC Strategy for D&I,WP
Culture, Pipeline, Curriculum, Delivery, Repository

Local Event Activity across the Consortium including:

Coder-Dojo, International Women's Day, Girls in computing session

Future Projects Fund

FPF004 - Durham

CodeucateHer takes 100 women from the Midlands and North of England, particularly from underrepresented communities, with degrees in any subject area, retrain them in technology and then gives them the opportunity to interview with a company for an internship/apprenticeship/job.

York University
Nottingham University
Edge Hill University
BAME Recruitment
Colourintech
Generator
BCS Women

Capital One
BJSS
Experian
ROQ
Tombola
MSP
Northern Power Women
Mastek
Graft

