EQUALITY OBJECTIVES ACTION PLAN 2016 - 2020

The action plan sets out the University's equality objectives for 2016-2020.   The actions are drawn from: work that is already in progress and which has been identified as important to continue, an example being the Athena Swan agenda; objectives drawn from other key strategic documents, for example; The Student Experience Strategy, key objectives relating to the University's direction with the Widening Access and Reaching wider; and work that has been identified as a direct result of consultation with staff for example in relation to disabled staff.

Action Plan headings explained:
- Objective: The broad area in which we want to take action
- Equality Duty: which areas of the Equality Duty will be addressed
- University Strategic Plan: Which University Strategic objectives or enablers are met by the equality objective
- Equality Action: What action has been identified
- Success measure: How we will measure the success of the action over the period of the Action Plan
- Responsibility: Service, Unit, Officer, or Academic Area

The Equality Duties are:
- Eliminate unlawful discrimination on the grounds of a protected characteristic;
- 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 people who do not.

The University Strategic Goals are:
The objectives have been developed to support the University's "Building On Success" Strategic Plan 2015-2020 and the identified strategic enablers. There are 4 Strategic Priorities and 5 Strategic enablers:

Strategic Priority	Strategic Enabler
1. An Excellent Education and Student Experience 2. Enhancing Research Success 3. An international University for the Region 4. Welsh Language, Culture and Civic Engagement	1. People 2. Resources 3. Governance and Management 4. Brand and Marketing 5. Sustainability

Protected Characteristics:

Each action plan objective is related to at least one of the Equality Act protected characteristics of age, disability, gender identity, pregnancy or maternity, race religion or belief, sex and sexual orientation.

OBJECTIVE AND ACTION POINT	Age	Disability	Gender Identity	Marriage / civil partnership	Pregnancy /maternity	Race	Religion and Belief	Sex	Sexual Orientation
OBJECTIVE 1 **Mainstream Equality And Diversity Through The University's Strategic Enablers**									
Equality Impact Assessment	✓	✓	✓	✓	✓	✓	✓	✓	✓
Disseminating the commitment to equality	✓	✓	✓	✓	✓	✓	✓	✓	✓
Staff and Student Training	✓	✓	✓	✓	✓	✓	✓	✓	✓
Monitoring	✓	✓	✓	✓	✓	✓	✓	✓	✓
Publishing	✓	✓	✓	✓	✓	✓	✓	✓	✓
Equal pay and contractual matters	✓	✓				✓		✓	
Disabled Staff	✓	✓							
Procurement and sustainability	✓	✓	✓	✓	✓	✓	✓	✓	✓
Physical Access	✓	✓							
OBJECTIVE 2 **An Excellent Education And Student Experience**									
Student Experience Strategy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Student Mental Health Strategy	✓	✓	✓	✓	✓	✓	✓	✓	✓
International Office						✓	✓		
Students' Union	✓	✓	✓	✓	✓	✓	✓	✓	✓
OBJECTIVE 3 **Research**									
Athena SWAN	✓		✓	✓	✓			✓	✓
Research Excellence Framework	✓	✓	✓	✓	✓	✓	✓	✓	✓

OBJECTIVE 1	MAINSTREAM EQUALITY AND DIVERSITY THROUGH THE UNIVERSITY'S STRATEGIC ENABLERS	
Equality Duty	**Ensure unlawful discrimination is eliminated, advance equality of opportunity and foster good relations**	
University Strategic Plan	**Strategic Enablers: People; Resources; Governance and Management; Sustainability.**	
EQUALITY ACTION	**MEASURE OF SUCCESS**	Responsibility
Equality Impact Assessment (EIA) 1. Ensure that documentation is fit for purpose 2. Update Web documents 3. Establish EIA "storage" and review process 4. Provide appropriate training 5. Continue to raise awareness	1. Documents are reviewed and review date recorded 2. Documents and information is accessible on the web 3. Historical documents are accessible and review dates identified. 4. Monitor the number of staff receiving EIA training 5. Monitoring of usage and recording of the EIA process.	Human Resources and Head of Compliance
Disseminating and Communicating the commitment to equality 1. Appoint and train Equality Ambassadors in Colleges and Departments to act as key contacts in this area and to share issues and best practice across the University. 2. Develop a booklet to highlight key equality considerations and priorities for part time or short term contract staff not able to attend induction.	1. A network of trained staff able to support initiatives and promote equality at College and Department level 2. Management monitoring and recording to indicate that this group is receiving equality information.	Human Resources Human Resources
Staff and student training Review the on-line equality training module for staff working collaboratively with Aberwystwyth. 1. Continue with the Equality for Managers Course using an external provider.	1. The known issues identified in the package are addressed and it is compliant with equality legislation. Also that an increased percentage of staff having completed electronic equality training aiming for 100%.	1-2 Human Resources

2. Student Services and HR to consult on:
  - The Executive Team's on-going equality briefings.
  - The University's Council to receive equality updates as reflected in sector best practice.
3. Provision of appropriate tailored training for front line staff and student sabbatical officers.
4. Promote the programme of Mental Health First Aid Training.
5. Widening Access - Build on deaf awareness and BSL training in partnership with Llandrillo Menai
6. Provide Chartered Institute of Procurement and Supply training for Procurement staff (including the equality / ethics module).
	2. Monitor data to work towards all managers undertaking the 'Equality for Managers' course.
	3. - Ensure that the Executive and the Council receive briefings.
	  - Programme of briefings and reports to the Council
	
	4. Feedback from training sessions to ensure that the objectives have been met and increased numbers trained.
	
	5. Data to support increased numbers attending the courses
	
	6. Further marketing of provision with a consequential rise in number of deaf awareness sessions, Introduction to BSL modules and progression routes.
	7. Staff complete the equality module and are able to implements in their day to day activities
		3 – Human Resources and Student Services
		
		4 – Staff Development
		
		5 - Student Services
		6 - Widening Access Centre
		7 – Director of Procurement

Monitoring 1. Widen the availability of monitoring data, i.e. for use Athena Swann applications 2. Review data collection to identify gaps 3. Provide data for EIA 4. Ensure data is available to meet legal annual monitoring needs 5. Monitor leaver data and identify actions/issues.	1. That relevant data is available on the University's Business Intelligence System and data is available to demonstrate the narrowing of any identified variance, 2-4 Equality Data is drawn off on a regular census date to advise decision making and to meet legal obligations. 6. Monitoring of the leaver data by the Working Group to identify issues and address issues.	1-5 Human Resources
Publishing 1. Annually publish reports and monitoring data on the Equality web page. 2. Present to the March meeting of the University Council.	1. Annual March deadline is met. 2. Summary of progress is presented to the March Council meeting.	Human Resources

Equal Pay and other Contractual matters 1. Continue with annual equal pay audit 2. Implementation of professorial bandings with benchmark criteria for promotion. 3. Review policies in place for all aspects of additional pay of HERA scale 4. Consider findings from the WAVE[1] report 2014 and their relevance to Bangor 5. A review to consider workload model/ principles for academic staff	1. Monitor variance on the HERA pay scales. 2. Monitor success of implementation and the elimination of variance. 3. Monitored against Equal Pay Action plan. 4. Identify WAVE relevance and action points 5. A set of principles identified	Human Resources with input from recognised Campus Unions
Disabled Staff 1. Disability – review Attendance Management Policy to ensure appropriate support for disabled staff 2. Consider the recording of disability related absence 3. Training for Managers in managing absence 4. Train managers in managing Mental Health in the workplace 5. Review how HR and Occupational Health web links disseminate information effectively to disabled staff in particular 6. Review of staff Counselling service and how it is promoted 7. Implement case conferences to support staff returning to work and line managers manage 8. Consider information to staff as to what is a "reasonable adjustment"	1-7 Feed into the Review of the University's Attendance Management Policy under the strategic aim "Supporting Staff well-being" identified in the Human Resources Strategy 2015-2020. Support for disabled staff is embedded in the Policy 3-7 Outcomes: Training plan identified; Help sheets for disabled staff: review of how case conferences are working; Counselling service reviewed and appropriate developments actioned.	1-7 Human Resources and Occupational Health

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[1] WAVE – Women Adding Value to the Economy report

Procurement and sustainability: 1. Embed the use of Sustainable Risk Assessments (Value Wales) for all University tenders to ensure that equality and diversity issues are considered. 2. Embed equality into supplier's guidance document.	1. Sustainable Risk Assessments are completed prior to producing specifications, which demonstrate evidence that equality and diversity matters have been considered. The SRA will detail the action taken to incorporate requirements within the tender process, where appropriate. 2. Equality advice provided in the University's Supplier Guide and available on the website. *Progress will be monitored via the Annual Procurement Report, which is sent to both the Audit and Risk Committee and the Resources Committee in September/October each year*	Director of Procurement Procurement Officer
Physical Access: 1. Prioritisation of issues identified by the Working Group. 2. Audit of accessible toilets 3. "You said we did" on accessibility issues. 4. Review of accessible parking provision.	1-4 Progress monitored by the Physical Access Working Group and reported to the Estates and Facilities Task Group.	Physical Access Working Group

OBJECTIVE 2	AN EXCELLENT EDUCATION AND STUDENT EXPERIENCE	
Equality Duty	**Ensure unlawful discrimination is eliminated, advance equality of opportunity and foster good relations**	
University Strategic	**Strategic Priority 1: An Excellent Education and Student Experience** **Strategic Priority 3: An International University for the Regions**	
EQUALITY ACTION	**MEASURE OF SUCCESS**	Responsibility
Student Experience Strategy 1. Monitor student harassment in line with best practice within the sector 2. Implementation of the Zero Tolerance to Student Harassment Policy 3. Development of an inclusive curriculum 4. Ensure an inclusive community approach to the Prevent Agenda 5. On-going training for all levels of student-facing staff on equality-related areas that are specific to supporting students 6. External experts providing training for Executive on topics selected by the Students' Union to ensure our institutional culture is informed by the needs of our diverse student body.	As outlined in and monitored in the Student Experience Strategy Steering Group (a joint University and Students' Union group. https://www.bangor.ac.uk/about/sees.php.en	Director of Student Experience
Student Mental Health Strategy: 1. Continue with a holistic and University –wide approach to mental well- being that aims to promote resilience, recovery, ownership and empowerment: 2. As part of the Student Experience Strategy, develop activities that foster the resilience	As outlined and monitored in the Student Mental Health Strategy Group and the Student Experience Strategy Steering Group. http://www.bangor.ac.uk/studentservices/counselling/mental_health_strategy.php.en	Head of Student Counselling

and self-reliance of our students, and create a university-wide approach to promoting mental-being. 3. Continue to deliver a programme of Mental Health First Aid to staff across the University. 4. Continue to collect relevant data that assists our knowledge of student mental ill-health, prevalence and outcomes. 5. Encourage involvement from student bodies in awareness raising, mental health promotion and providing feedback to service providers. 6. Align with the University Mental Health. 7. Advisers Network (UMHAN) theme for 2015-16 of 'recovery' and support and promote Universities Mental Health Day on 3rd March 2015.		
International Students Support Office (ISSO): 1. Gather information to inform whether provision for international students is relevant, efficient and effective. 2. Provide a programme of welcome activities to support international students integrating into the wider student community. 3. Provide appropriate welfare advice to support international student integrate into the university and have an inclusive experience.	1. Implementation of surveys & focus groups with success measured by participation rates and satisfaction levels. Recommendations from students to be acted upon. 2. International students being fully integrated into the wider student community with high levels of engagement at events. Welcome events at orientation (September & January) to be supplemented by a year-round integration programme, in liaison with the Students Union. Success measured by participation levels and student feedback on provision, 3. Production of relevant information and up-to-date literature (information sheets, handbooks and web pages) providing welfare advice. Success measured by numbers using the service (increased profile), equal access to support services provided by	Head of International Student Services Officer

	the ISSO and others, as well as timely and successful welfare intervention. http://www.bangor.ac.uk/international/support/welfare.php.en

Improved understanding of the teaching & learning requirements http://www.prepareforsuccess.org.uk/ | |
| Students' Union:
1. Disability:
    - Lobby on disability access issues
    - Campaign for radar key access to disabled toilets.
    - Promote disability inclusivity training in sport
2. LGBTQ+ [2]including:
    - awareness training
    - The gender neutral campaign for toilets.
    - Out in Sport campaign to eliminate homophobia in sport
3. Work on the Mental Health Pledge around eliminating stigma in this area.
4. Promote the Zero Tolerance to harassment Policy particularly in relation to "lad culture".
5. Work around how to achieve a more diverse and inclusive learning experience for black minority ethnic students. | Reporting via the Students' Union reporting mechanisms and to the Students' Union Task Group. Feeding back annually to the Strategic Equality Annual reporting process. | Led by Sabbatical Officers in the Bangor Students Union |
| Widening Access
1. Collaborate with Reaching Wider Partnership in work with Care Leavers.
2. Work with the Carers Trust and other agencies in reaching Young Carers, Young Adult Carers and Adult Carers. | 1. Increased activity in preparing care leavers for HE
2. Set up a one-day school and/or weekend activity as a pilot in N.W. Wales | Head of Widening Access |

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[2] LGBTQ+ = = Lesbian, Gay Bisexual, Transgender and the + indicates other gender and sexual minorities.

3. Facilitate activities by academic schools in relevant equality community engagement work. 4. Promote the provision of the Miles Dyslexia Unit.	3. Increased activity 4. Set up a series of workshops for schools and community groups	
Reaching Wider 1. Widening access to Higher Education for people living in Communities First and the Welsh Index of Multiple Deprivation area and young people with a care background, by creating a wide range of study opportunities and learning pathways to higher education. 2. Alignment with partnership widening access planning, fee plans and strategic equality plans 3. Work to support widening access to Welsh medium HE including engagement with the Coleg Cymraeg Cenedlaethol[3]	1. Nationally increased participation in HE of target groups 2. Clear alignment of NMWRP Strategy with the plans of Aberystwyth, Bangor & Glyndwr Universities 3. Increase in Welsh Medium opportunities & participation rates	NMWRWP NMWRWP / Universities NMWRWP / Universities

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[3] Coleg Cymraeg Cenedlaethol works with universities across Wales to develop Welsh language medium opportunities for students

OBJECTIVE 3	ENHANCING RESEARCH SUCCESS	
Equality Duty	Ensure unlawful discrimination is eliminated, advance equality of opportunity and foster good relations	
University Strategic	Strategic priority 2: Enhancing Research Success	
EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
Athena Swan[4] 1. To ensure the University is meeting the requirements set out in the RCUK[5] Equality and Diversity statement implement the Research Concordat Principle and the principles of the Athena SWAN Charter	1. Achievement of Athena SWAN Awards at University and School level. 2. Achievement of HR Research Excellence Award 3. Continued improvement in staff response to relevant areas of the CROS survey	Human Resources
Research Excellence Framework (REF) 1. Ensure the University's REF Code of Practice takes into account all the equality. 2. To ensure all University staff involved in the REF selection process are trained in equality	1. Monitor to confirm that staff involved in the REF Code of Practice and the implementation of the relevant equality implications have received appropriate training. 2. Training has been delivered to all relevant staff.	Human Resources

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[4] Athena SWAN - the Equality Challenge Unit's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

[5] RCUK – Research Councils UK