



PRIFYSGOL
BANGOR
UNIVERSITY

STRATEGIC EQUALITY PLAN

2016-2020

Rev	Date	Purpose of Issue/Description of Change		Review Date
1				
Policy Officer	Senior Responsible Officer	Approved By	Date	
Director of HR	Equality Officer	Equality and Diversity Task Group	February 2016	

WHAT IS A STRATEGIC EQUALITY PLAN?

The 2016-2020 Strategic Equality Plan is a statement of Bangor University's on-going commitment to the promotion of equality and diversity. The Strategic Equality Plan outlines the University's equality objectives. The associated Action Plan sets out the actions the University has identified in order to achieve its equality objectives.

The Strategic Equality Plan and the Action Plan will help the University meet its obligations with regard to promoting equality, preventing discrimination and promoting greater understanding between different groups of people. The Action Plan highlights tasks, objectives and responsibilities during the timescale of this Second Strategic Equality Plan.

The Strategic Equality Plan and Action Plan have been developed not only within the context of the University's legal duties under the Equality Act 2010 and the Duties Specific to Wales, but also with reference to the University's Strategy "Building on Success" 2015-2020.

1. ABOUT BANGOR UNIVERSTIY

The University was founded as a direct result of a campaign in the late nineteenth century for higher education provision in Wales. Funds were raised by public subscription to establish a college of university rank in Bangor. An important feature of its foundation was the voluntary contributions made by local people, including farmers and quarrymen, from their weekly wages over a period of time.

The University was founded as the University College of North Wales. It opened its doors on 18 October 1884 in an old coaching inn with 58 students and 10 members of staff. The students received degrees from the University of London until 1893 when the University of Wales, Bangor became one of the three original constituent colleges of the University of Wales.

Today, there are over 12,000 students and 2,000 members of staff. The University now awards its own degrees. Bangor University is committed to providing teaching of the highest quality, conducting research of the highest quality, taking good care of its students and playing a full role in the wider community of Wales.

Further information can be accessed electronically [here](#)

2. THE LEGAL BACKGROUND

Equality Act and the Protected Characteristics

The Equality Act 2010 (the Act) consolidated the many pieces of existing anti-discrimination law into a single legal framework. The Act simplifies, strengthens and removes inconsistencies that existed previously and offers protection to people with “protected characteristics”. These are: Age, disability, gender reassignment, marriage and civil partnerships (for employment issues), pregnancy and maternity, race, religion and belief (and no belief), sex and sexual orientation

Equality Duties

The Act requires public sector authorities, which includes Higher Education Institutions (HEI's) to meet “General Duties” and these are underpinned by “Specific Duties”.

The General Duties as laid out in the legislation are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people from different groups.
- Foster good relations between people from different groups – this involves tackling prejudice and promoting understanding.

The Specific Duties are part of the public sector equality duties and vary slightly between the regions of the United Kingdom. The public sector equality duty specific to Wales, focuses on delivering positive outcomes through evidence based equality objectives and engagement with people affected by the objectives. In order to meet the specific duties public sector organisations will need to identify equality objectives based on engagement and evidence and to publish a Strategic Equality Plan.

The University's 2016-2020 Strategic Equality Plan builds on previous achievements and identifies what further actions the University will take to progress equality.

3. BANGOR UNIVERSITY'S COMMITMENT

The University's Strategic Plan 2015-2020 "Building on Success"

The University's Strategy outlines its commitment to building on success, working with diverse and distinctive communities to deliver "the best we can be" in terms of teaching, scholarship and research, retaining a strong emphasis on a distinctive and valued student contribution and remaining true to our unique bilingual and cultural context.

Our Mission is:

"A strong confident institution recognised regionally, nationally and internationally as a centre of excellence for its varied portfolio of teaching and research, and for the unique multicultural, inclusive experience it provides for its staff and students".

The University has identified nine values which underpin its Strategy. They are:

- Safe, welcoming and inclusive environment
- Pride and self-confidence
- Individuality of our offer to our student
- Embrace and value the diversity of our staff and students
- The breadth of our teaching and research activities provides the best platform from which to build with confidence.
- Part of a broader regional community
- Contribute positively to the economy, society, environment, language and culture of the region.
- Significant emphasis given to students as partners
- Contributing towards the sustainability of the University, the region and the world.

There are 4 Strategic Priority areas and 5 Strategic Enablers.

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

Bangor University's commitment to equality is also embedded in other key strategic documents within the University;

The Equality commitment:

Bangor University aims to provide an environment which respects and values the positive contribution of all its members so enabling them to achieve their full potential and to gain benefit and enjoyment from their involvement in the life of the University. To achieve this aim, the University acknowledges the following basic rights for all its members and prospective members:

- To be treated with dignity and respect
- To be treated fairly
- To receive encouragement to reach their full potential

This statement and commitment also underpins the Dignity at Work and Study Policy.

Welsh Language Commitment

The University plays a leading role in Welsh culture and economy and in fostering the Welsh language and although the Welsh language is not specifically covered by the Equality Act, the University's commitment to the language is demonstrated through its *Welsh Language Scheme* which is a statutory document developed in accordance with the Welsh Language Act (1993) and the Welsh Language (Wales) Measure 2011.

4. UNIVERSITY RESPONSIBILITIES FOR EQUALITY

Under the University's Charter and Statutes the Council is the governing body of the University and retains the ultimate responsibility for legal compliance issues. The Executive is responsible for the overall management and administration of the University. In order to undertake its duties, the Executive is advised by Task Groups which report on key specific areas of activity.

The Key Task Groups which have been identified as having particular responsibility for various areas of equality are:

- Equality and Diversity Task Group
- Student Services Task Group
- Students' Union Task Group
- Human Resources Task Group
- Teaching & Learning Task Group
- Estates & Facilities Task Group
- Legal Compliance Task Group
- Quality Assurance Task Group

Within these Task Groups a number of working groups report on particular issues relating to the various strands of equality. For example:

- **Disability Working Group** monitors policy and procedure in relation to disabled students and reports to the Students Services Task Group.
- **Disability Contacts Group** includes representation from all schools and central services and reports to the Disability Working Group.
- **Physical Access Working Group** exists to manage programmes to improve physical access. It reports to the Estates and Facilities Task Group and provides feedback to the Disability Working Group.
- **Athena Swan Working Group** reports to the Equality and Diversity Task Group on actions particularly relating to women in Science, Engineering and Technology.

Various officers within the University have delegated duties which include areas of equality:

- The Head of Disability Service and the Head of Counseling Service report to the Director of Student Experience.
- The Head of International Student Support reports to the Head of International Student Experience.
- The Director of Human Resources is responsible for policies and procedures relating to staff.
- The Deputy Director (Staff Development) has responsibility for the equality agenda and takes the lead on staff equality training and development programs.
- The Equal Opportunities Officer is based within Human Resources and provides information and support relating to all the strands of equality within legislation.
- The Health and Safety Services provides support and welfare advice to staff.
- Head of Compliance

5. DEVELOPING NEW EQUALITY OBJECTIVES

(Regulation 14 and regulation 7)

The first step in developing new equality objectives was to reflect on progress so far with the University's first Strategic Equality Plan and its associated Action Plan. Following this, a programme of communicating and raising awareness about the review of equality objectives was undertaken. Activities then took place to gather ideas for the University's equality priorities going forward.

At a similar time the University published its overarching Strategic Plan 2015-2020, "Building on Success". The new equality objectives reflect the University's mission, values and strategic objectives.

The programme of raising awareness included: A letter of commitment from our Vice Chancellor to all staff and encouraging participation in the process; presentations to the key Task Groups and Working Groups; Staff focus groups to seek ideas and contributions; an electronic questionnaire (with a paper based option) to assess staff awareness and feelings and a project email address to allow staff to respond confidentially.

From this work the new equality objectives have been developed. They reflect:

- Work that has been identified should be carried forward from the first equality objectives action plan because it continues to be a mainstay of the University's equality commitment. For example, in relation to the Athena SWAN agenda, equal pay monitoring, assessing the impact of policies and practices and the equality training programme.
- Key projects and objectives that are driven by the equality agenda and that are embedded in either the University's strategy or into other key University strategies. For example, the Student Experience Strategy.
- New projects that have been identified by staff involvement. For example, in relation to advice and support for disabled staff.

There are three main equality objectives which reflect the University's over-arching strategic objectives or enablers. Each objective is related to at least one of the Equality Act's protected characteristics. The Equality Objective Action Plan lists the actions that the University intends to take, the measure of success and where responsibility lies to drive forward with the action. Progress will be monitored by the Equality and Diversity Task Group who will also review the annual report on progress and achievements. The Chair of the Task Group will report to the University's Executive and the University's Council will receive an annual report on progress.

The University undertakes to publish, on an annual basis (by 31 March), a review of progress towards meeting the equality objectives outlined in the Equality Objectives Action Plan. The report will be presented to the Equality and Diversity Task Group and made available on the Equality and Diversity Web page. In addition, and on an annual basis (by 31 March), the University will publish employment information and information relating to the profile of the student body.

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	✓	✓	✓	✓	✓	✓	✓	✓	✓

Objectives Action Plan can be accessed electronically [here](#) or by contacting

6. DATA COLLECTION AND MONITORING

(Regulation 7 on equality information and regulation 11 on gender pay difference)

It is acknowledged that data collection is an important tool in monitoring progress and identifying direction in the equality agenda. It has, therefore, been identified as an equality objective and the action points and outcomes are listed in the Action Plan.

Gender Pay Audits

The University has undertaken four equal pay audits since the implementation of the Framework Agreement¹ in June 2008 and the University is committed to continuing to undertake annual gender pay audits. The audits are undertaken jointly with Bangor University's recognised Trades Unions (UCU, Unite, and Unison).

The last audit established that Bangor University has no gender grade pay gaps in the 51 point pay structure implemented as part of the Framework Agreement and that any variance off scale related to roles being unique. Equal pay and contractual matters are an important equality objective.

Action points include the implementation of professorial bandings, a review of policies relating to aspects of additional pay and the consideration of findings from the WAVE² report 2014 to identify any relevance to Bangor University.

The Equal Pay Working Group will continue to monitor the equal pay audits and the results and progress against the action points will be reported to the Human Resources and the Equality and Diversity Task Group.

Athena SWAN reporting

The University is proud to be a Bronze award holder and of the achievement of the School of Health and Sports Sciences in achieving an individual Bronze award. The widening of the Athena SWAN agenda is welcomed. To reflect the commitment the University has made to pursuing further Athena SWAN awards, a new appointment has been made and the remit of that appointment is to support Schools and Colleges in their application process to Athena SWAN. This specifically includes support in the analysis of relevant staff and student data and monitoring of progress against the Athena SWAN action plan.

Athena SWAN has been identified as an equality objective and the Athena SWAN Working Group will continue to monitor applications and progress against the action plan. The Working Group will report on progress to the Human Resources and the Equality and Diversity Task Group.

¹ Framework Agreement - One of the main principles of the Framework Agreement is equal pay for work of equal value

² WAVE – **W**omen **A**dding **V**alue to the **E**conomy

Challenges

It is acknowledged that the collection of data is not without its challenges. Staff and students need to feel confident to return data and fully understand why the University is requesting data on the protected characteristics. This is particularly the case as the University expands its data collection to include the areas of religion and belief (or no belief), sexual orientation and gender reassignment where both staff and students may feel reticent to declare. The University will work to promote confidence so that the numbers choosing to abstain from declaring in these particular areas reduces and the data can be used confidently to advise service provision and monitor issues.

Significant steps have been taken over the period of the last Strategic Equality Plan and Action Plan to identify any gaps in data collection and it is anticipated that this work will continue. This is particularly relevant to data on staff leaving the employment of the University and the Working Group in this area will continue to monitor data to identify any trends that need addressing.

7. TRAINING

(Regulation 10)

The University has, particularly over the life of its first Strategic Equality Plan, developed an extensive programme of equality training. The programme is intended to promote understanding of the general and the specific duties and promote an inclusive environment in which all staff and students can flourish and meet their full potential. Equality Training will continue to be a foundation block of the University's commitment to equality and diversity and it has, therefore, been identified as a key equality objective.

Action points will include: a comprehensive review of the University's on-line equality training programme; equality training programmes tailored to meet the specific needs of differing groups of staff, particularly those working on the front line and with line management responsibility: specific programs delivered by professionals across the University, for example relating to mental health campaigns and raising awareness of LGBT+ issues; and specific training at the induction programme for new staff or in relation to undertraining equality impact assessments.

Progress will be monitored and reported in the annual progress report.

8. EQUALITY IMPACT ASSESSMENTS

(Regulation 8)

Equality Impact Assessments are recognised as an important tool to help eliminate potential issues of discrimination in policy development or decision making, they also help to identify if there are any actions that can be taken to promote equality. As such, EIA are identified as an equality objective. Action Points will include: A review of the tool used to undertake EIA's; a review of the training available to staff undertaking EIA's and review of EIA record keeping.

Progress will be monitored and reported in the annual progress report

9. ACKNOWLEDGEMENTS

The University is committed to building on the knowledge and experience gained both prior to and post the Equality Act 2010.

Thank you to all those professionals working across the University who contribute to making Bangor a happy and inclusive place to work and study.

Further information on equality and diversity at the University, including policies, Projects, student and staff support is available on the following links:

Staff: HR and Staff Development
Equality and Diversity
Student Services

