

STRATEGIC EQUALITY PLAN (SEP) 2020 – 2024 **UNDERPINNING ACTION PLAN, REPORTING up to 31 MARCH 2023****Key to reporting (in final column)**

Green +	Completed.
Green -	Almost completed (details included).
Amber +	Good progress or progress in areas not covered by the measurable outcome(s).
Amber -	A little progress or change in objective (details included).
Red	Very little or no progress (details included).

Strategic Aim 1:
(Whole University)
To embed equality, diversity and inclusion in everything we do across the University to ensure that we deliver on the equality duties of eliminating discrimination, fostering good relations and promoting advancement of opportunity for all.

	Objective (From published Strategic Equality Plan 2020 – 2024)	Responsibility for action	Timescale of actions	Measure of success of action	Progress towards achievement of objectives (see key)
1.1	Champion an inclusive community that celebrates and promotes equality, diversity and inclusion and provides a safe environment in which everyone is treated with dignity and respect, and protected from harassment, bullying, victimisation	SU and relevant networks. LGBTQ Network. HR. Student Services.	Throughout year.	At least 3 equality-related calendar events per year.	<p>Bangor University hosted an online speaker Vivienne Cato to mark Holocaust Memorial Day 2022 with an event on 27th January 2022: Holocaust Survivor: Eva Cato 1926 - 2008 Events Bangor Law Bangor University</p> <p>And on 27th January 2023 we marked HMD with a hybrid event online/Powis Hall on The Story of Ruth and Raimund Neumeyer with guest speaker Tim Locke, Ruth's son.</p> <p>On 8th March 2022 we marked International Women's Day and its theme of 'Break the</p>

	<p>and discrimination at work and study.</p>				<p>Bias' and hosted an event with Prof Nicky Callow and Jo Whitehead, Chief Executive of Betsi Cadwaladr University Health Board. International Women's Day (bangor.ac.uk)</p> <p>And on IWD 2023, we marked the day with a series of events, short and feature length films at Pontio on the theme of 'Embracing Equity', celebrating all women at Bangor through events with an intersectional focus, including an 'In conversation with women at Bangor' event with a diverse panel of women staff and students, chaired by our APVCs for E&D.</p> <p>The University showed its support for the LGBTQ+ community by becoming a Gold Sponsor for North Wales Pride, which took place in Bangor on Saturday, 25 June 2022 as part of Pride month. As part of Gold sponsorship, the University logo was shown on all materials and the LGBTQ+ Rainbow Flag flew on top of the Main Arts Building on the day as a way of joining in the local and international Pride month, dedicated to celebrating LGBTQ+ communities all around the world.</p> <p>Our LGBTQ+ network continued to meet both virtually and then gradually returned to face to face meetings through 2022.</p> <p>Bangor University hosts targeted events as part of annual Black History Month. In October 2022 we worked with students from minoritised ethnic backgrounds to host the 'Young People, The Time Is Now' launch event in Pontio.</p>
--	--	--	--	--	---

					<p>Bangor University also supports 'Black History Cymru', recognising the importance of Black History all year round.</p> <p>On Saturday 14 May 2022 BU and Pontio hosted <u>What's Happening in Black British History? XIV Bangor University</u></p> <p>An exhibition at the National Slate Museum in Llanberis in 2022 featuring the stories of how the Windrush Generation Cymru made their homes in Wales, included displaying some of the powerful stories along the Council Chamber corridor at the University's Main Arts building and in Pontio:</p> <p>www.windrushcymru.org.uk</p> <p>In November 2022 as part Diwali celebrations, Marcel Clusa from the University's International Student Support Office and three Bangor University Indian students were invited to Cardiff for a special event in the presence of Rt Hon Mark Drakeford, First Minister of Wales and Raj Aggarwal, Hon Consul of India in Wales.</p> <p>The University's chaplaincy team invited staff, students and their families to celebrate Chanukah on Monday, 29 November at the meeting room of Rathbone Annex, to learn about and celebrate Chanukah, the Jewish Festival of Lights.</p>
--	--	--	--	--	---

					<p>Disability Services regularly send out information about disability-related calendar events to students who have agreed to receive such emails when they register with the service.</p> <p>The SU has introduced an inclusivity officer into all committees for clubs and societies and have hosted inclusivity training. Over 2022, The SU ran a range of equalities events including events for Black History month, This Bangor Girl Can events, Interfaith week, a Cultural fayre held, developed Sensory room for students with sensory disabilities and MH and held a Disability Awareness month. SU will also be developing a representation and diversity strategy with outside consultants in 2023.</p>
		<p>HR. Student Services. Data from the Governance & Compliance Team. Equality Champions.</p>	<p>Harassment cases to be reported annually.</p>	<p>Decline in the number of staff who feel they have been harassed or bullied at work in the Staff Survey. Data shows that support services are being accessed by all student and staff groups across the</p>	<p>During the academic year 2021/2022:</p> <ul style="list-style-type: none"> • 172 students accessed the Student Equality and Diversity support service. • 162 students made disclosures of sexual violence, harassment, hate crime or racial abuse. <p>This is an increase from a total of 125 from the previous academic year 2020/21 which reflects both the return to campus and proactive work carried out by Student Services to promote and support disclosure.</p> <p>During the reporting period there were the following formal staff casework proceedings:</p>

				<p>full range of issues.</p> <ul style="list-style-type: none"> • Disciplinary: 1 (1 man). • Grievance: 6 (3 men, 3 women with one case including an element of alleged sex discrimination and another case alleged disability discrimination) • Capability: 5 (3 men, 2 women with one member of staff covered by the disability protections of the Equality Act 2010) • Probation: 5 (2 men, 3 women) <p>Previous Years figures:</p> <ul style="list-style-type: none"> • Disciplinary: 10 (7 men, 3 women) • Grievance: 4 (3 women, 1 man) • Capability: 7 (3 men, 4 women) • Probation: 2 (1 man, 1 woman) • Appeals: 1 (1 woman)
--	--	--	--	--

		HR Equality Officers. Equality Champions. Student E&D Officer.	During the academic year 2022/23.	An updated Dignity at Work and Study Policy published and promoted.	<p>A revision of the policy has begun, with a draft being circulated to stakeholders within the institution. Feedback has been received and is being further considered, with a further draft to be produced and revised policy introduced during 2023.</p> <p>The Human Resources webpage now includes a means for staff to report all forms of harassment either anonymously or in a way that leads to support.</p>
		HR Staff Development.	Staff surveys to be carried out in 2022 and 2024.	Improvements in the staff survey response rate and outcomes every 2 years.	A <u>Staff Survey</u> was carried out February 2022, with action plans developed based on staff feedback to be implemented at a strategic and operational level across the university and a specific action plan was created with regards to feedback on matters of equality and diversity. Detailed information can be found by clicking on the link.
		Student Services. SU.	Student Surveys carried out annually.	Improvements in the student survey response rates and outcomes each year.	The SU no longer runs one annual survey, and instead ran more thematic surveys in 2022 on EDI issues with comparatively good engagement on topics such as mental health and inclusivity.

					As detailed in the Student Services Annual Report 2021/22, response rates to our requests for feedback remain low and this is an ongoing area of work. However, whilst mental health provision fell below our 85% target for levels of satisfaction, all other aspects of Student Services met or exceeded this target with some services achieving above 90%.
1.2	Strengthen the awareness of our leaders and staff regarding equality, diversity and inclusion and related best practice.	HR (Staff Development & Equality Officer). Student E&D Officer.	Annual monitoring of training provided & completed. Numbers reported in the Annual Equality Report. Also ongoing as student equality issues emerge.	E&D Strategy Group papers to the Executive. Additional briefings provided as required.	E&D briefings have been provided to Council and the Executive on equality governance & statutory equality duties, and another on the enactment of the Socio-economic Duty of the Equality Act 2010 in Wales. An Advance HE and HR-facilitated session on Board Diversity workshop was run for Council members on 28/03/2022. A new programme of workshops will be developed for Council members across 2023/24.
		HR (Staff Development & Equality Officer). Heads of Schools and Directors.	Ongoing & by the end of the SEP.	An ongoing increase in the numbers of all staff to have undertaken Unconscious Bias equality training.	41% of all staff have now completed Unconscious Bias training since it was introduced.

		HR (Staff Development & Equality Officers). Heads of Schools and Directors	Ongoing.	An ongoing increase in the numbers of all staff to have undertaken the Equality for Managers workshop.	Altogether 214 staff have completed the Equality for Managers training, 130, 35.4%, of these are Managers of staff.
--	--	--	----------	--	---

		HR (Staff Development & Operations).	Ongoing.	Demonstrate an ongoing increase in Leadership training uptake.	HR toolkits continue to be developed; focus is currently on a suite of training to advance Leadership skills including wherever possible a focus on relevant equality and diversity themes.
--	--	--------------------------------------	----------	--	---

		HR (Staff Development, & Operations).	Worked on during 2023.	A high number of staff aware of Professional Behaviours Framework in next staff survey.	Although a framework was developed in recent years, this has not been progressed over the last year. Further consideration will be given to such a framework during the 2023/24 academic year, with a particular emphasis on any framework not sitting in isolation but integrating with other policies and practices such as the PDR process.
--	--	---------------------------------------	------------------------	---	--

		SU.	Annually.	Monitor numbers of student leaders who attend the Student Leaders Conference and obtain feedback.	The conference took place in 2022. In the SLC Equality and Diversity was covered in a session as well as how to ensure your group is inclusive, welcoming and accessible. Sexual harassment and zero tolerance to harassment in the SLC was also covered.
--	--	-----	-----------	---	---

1.3	Ensure that equality is embedded in all our strategies and is a key consideration by decision-making groups across the University.	HR (Athena SWAN Manager). Executive. HR Equality Officer. The Executive.	By the end of March each year (first year March 2021).	An improvement in the diversity of members of key groups including Council, the Executive and Senate. Published in the Annual Equality Report each March.	<p>There are some clear positives for 21/22: achieved gender balance of Strategy group membership 51%, Female, 49% Male;</p> <p>Exec stayed 33% female (up from 30% in 19/20).</p> <p>Heads of Schools almost gender balances with 44% female, 56 male (in 18/19 only 7% of HoS were female).</p> <p>Two strategy groups were identified as having <10% female in 20/21 - this was addressed for Digital Strategy Group and increased from 10% Female to 31%. This has not yet been changed with the Estates strategy group.</p> <p>Some areas of concern:</p> <p>Senate has dropped from 50:50 split to 43% female due to a restructure at the beginning of 21/22 where Schools were merged. In 20/21 there were 14 academic schools, each with 2 representatives on Senate and since 21/22 we now have 9 academic schools. There were 62 members of Senate in 20/21 and 47 in 21/22. Council has also dropped to 30% Female.</p> <p>Aurora programme: 9 female staff have completed the Aurora programme since 2020 when Bangor University initially funded places. We currently have 7 participants confirmed on the 2023 programme.</p>
-----	--	--	--	---	--

		Deans, College Managers. HR Equality Officer. Student E&D Officer.	Committees to be established by Dec 2020. Min 3 mtgs per year.	The creation of the College Equality Committees and reporting on their activities.	All three Colleges now have well established College Equality Committees that meet regularly and are led by senior College staff, they report to the Equality & Diversity Strategy Group. Each School's E&D/Athena Swan lead is a member of their College Equality Committee. In addition, some of the larger Schools have their own Equality Committees e.g. the School of Health Sciences has their own E&D Committee consisting of staff and students, following the recent merger between Medical and Health Science invitations will be sent asking for representation from Medical Sciences.
--	--	--	--	--	---

		Directors & Heads of Professional Service Depts. HR Equality Officer. Equality Champions.	Established by summer 2024.	The creation of a Professional Services Equality Committee and reporting on their activities.	A Professional Services Equality Committee is currently being established, with a lead appointed and TOR being drafted. Expected to be running by summer 2024.
1.4	Ensure a broad understanding of the relationship between equality and sustainability.	Estates Sustainability Officer	Ongoing		Sustainability is now part of our <u>Strategy 2030: Sustainability Strategy</u>

1.5	Improve the information we have regarding people with protected characteristics to enable informed decision-making and better understanding of the needs and obstacles that face people from protected groups and raise awareness of the Social Model of Disability.	Chair of E&D Strategy Group, Planning Office and Student E&D Officer.	Ongoing	Improve our evidence base to inform interventions.	<p>Student demographics are now presented in both our degree outcome statement and degree classification report</p> <p>Planning is developing new processes to collect 'Student Journey' information from pre-study to post leaving the University and this work is set to be completed in 2023.</p> <p>Our Planning Team now produce the Annual Student Equality Data report. This can be found on our website once published here: Policies (bangor.ac.uk)</p>
-----	--	---	---------	--	--

		Planning. HR Projects & Systems Officer & Equality Officer. College Equality Committees.	Annual monitoring and reporting each March within the Annual Equality Report	Data gathering reviewed annually.	The Advance HE Guidance on the Collection of Diversity Monitoring Data published in March 2021 was used to ensure the staff data we collect is appropriate and this has fed into the development of the new HR and Payroll system (due to be launched in 2023).
		Planning. HR Projects & Systems Officer.	Ongoing as systems are updated	Removal of the requirement to include gendered titles if staff and students prefer, as systems are updated.	The option to leave the title blank was included across our systems in 2022.

		HR Equality Officer. Student Equality Officer. Disability Services.	Ongoing	Numbers of students with PLSPs commensurate with percentage	Completed and ongoing.
--	--	---	---------	---	------------------------

				of disabled students. Achievement of the Government-set KPIs for numbers of students in receipt of Disabled Students' Allowance.	
		HR Equality Officer & Staff Development. Equality Champions. LGBTQ Network.	Ongoing.	Improved staff disclosure rates, particularly for sexual orientation & religion, belief or nonbelief.	<p>Feedback was gained from LGBTQ+ Staff Network members, some of whom had not disclosed sexual orientation in previous surveys because there wasn't a clear reason why this was being asked. An exercise was carried out with LGBTQ+ staff via staff network to explain why we gather info on staff with PC's, how it helps diversity and how data is used. The Network chair is now looking at introducing this exercise as part of regular meeting with the staff members of the Network.</p> <p>In this reporting period, we have seen improvements in numbers of staff disclosing</p>

					<p>sexual orientation- from 18.9% not disclosing in the previous year to 16.9 in this reporting year. Similarly for staff reporting religion/belief/non-belief, there were improvements from 16.7% in the previous year to 15.1% of staff disclosing in this reporting period.</p> <p>Overall, the numbers of staff not disclosing sexual orientation and faith has been an ongoing decline for past 4 years.</p>
		The Executive. HR Equality Officer. Equality Champions. All managers.	Ongoing.	IHRA definition published and awareness raising activity.	<p>The IHRA definition of antisemitism was adopted in October 2020. Since this action, awareness raising has taken place by advising staff through the Staff Bulletin, a statement has been published on the HR webpage, antisemitism awareness has been included within the Equality for Managers Workshop and an annual Holocaust Remembrance event takes place in January each year.</p>

1.6	Work to develop and implement wellbeing action plans for staff and students in line with HEFCW's Policy Statement on Wellbeing and Health in HE.	Health and Wellbeing Group.	2022	Improvement in health and wellbeing results in Staff Survey in areas of health and wellbeing and workload issues.	<p>Information about our Staff Survey 2022 can be found by clicking the link.</p> <p>As of 2022, all staff are now given the opportunity to discuss health and wellbeing as part of their annual PDR.</p>
-----	--	-----------------------------	------	---	---

		Health and Wellbeing Group. Sustainability Officer. Student Services SU HR	2023	A decrease in instances of sickness absence.	The Health and Wellbeing group has now been established and the action to co-develop a KPI has not yet been completed, it is anticipated it will be done before the end of 2023.
1.7	Continue to promote the use of Equality Impact Assessments to continue to improve uptake and quality to ensure informed decision-making.	The Executive. Governance & Compliance. HR Equality Officer. Equality Champions. All managers. Trades Unions.	Ongoing.	An increase in the number of EIAs completed and published.	The completion of EIAs is now commonplace and widespread throughout the University with a template for and guidance as well as named person to support staff published on our Intranet. Some examples of completed EIAs during the reporting period include: The Dynamic Working Toolkit. Degree Apprenticeships Scheme. The updated Reaching Wider Strategy. This action is ongoing.
		Canolfan Bedwyr.	2020/2021 and ongoing.	Template, guidance and training provided to staff.	Developed by Canolfan Bedwyr.

1.8	Ensure that procurement data is in place to evidence diversity in procurement.	Finance (Procurements & Payments).	Annually through the auditing process.	Evidence how suppliers incorporate equality & diversity into their own procedures and processes.	Finance Team ensures this is in place by way of the annual audit.
		Finance (Procurements & Payments). Sustainability Officer.	Annually through the auditing process.	Checklist reviewed and updated as necessary.	Finance Team ensures this is in place by way of the annual audit.
		Finance (Procurements & Payments). HR Staff Development.	Annually through the auditing process.	Ensure compliance during the annual audit.	Finance Team ensures this is in place by way of the annual audit.

--	--	--	--	--	--

1.9	Increase accessibility for all across the estate, both physically and digitally.	The Executive. Estates & Campus Services. HR.	SMD Actions to continue during 2023/2034 academic year.	Through Estates Strategy, delivered through annual programme of works.	Incorporated within the Estates Strategy.
		The Executive. Estates & Campus Services.	Review of estate by 2024.	Baseline data gathered e.g. how many buildings are accessible/inaccessible.	Incorporated within the Estates Strategy.
		IT Services. Digital Accessibility Working Group. Canolfan Bedwyr. Student Services (Disability Services).	Ongoing.	Online resources are accessible to all in keeping with new legislation.	<p>ITS and the Digital Accessibility Working Group have developed processes to ensure accessibility on the VLE via Blackboard.</p> <p>'All Able' were commissioned and completed an accessibility audit of Bangor University Website in 2022.</p> <p>Separate compliance accessibility statements have now been developed:</p> <p>https://www.bangor.ac.uk/accessibility-statement</p> <p>Many departmental and university-wide meetings can now be joined remotely, meaning staff with accessibility requirements and caring responsibilities are more likely to be able to attend.</p>

		CELT.	Ongoing.	Digital accessibility training	

		Directors of Teaching & Learning. Staff Development.		provided to staff.	<p>Inclusivity for all was emphasised in all subsequent webinars in both the summer and winter series, including sessions dedicated to online assessment and feedback, hybrid teaching, and bilingual teaching and learning delivery.</p> <p>A member of Disability Services was also encouraged to attend all webinar sessions to ensure the 'accessibility' voice was represented, and all webinar recordings are published alongside supplementary resources on the CELT Staff Training and Resources Hub.</p> <p>In addition, one of four main menu tiles on the hub comprises guidance and further study materials dedicated to "Access to all: Blended Learning - simple steps to include all your students".</p>
--	--	--	--	--------------------	---

					<p>To help raise awareness amongst colleagues, in 2022, the Teaching and Learning Support team collated useful resources that include information about Blackboard Ally, links to information about the digitisation service available from Digital Services, and details of the Microsoft Accessibility fundamentals course.</p> <p>Accessibility resources to help staff</p>
		Disability Services.	Ongoing.	Staff are enabled to produce digital material in line with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.	<p>ITS and the Digital Accessibility Working Group have developed processes to ensure accessibility on the VLE via Blackboard.</p> <p>Separate compliance accessibility statements are being developed this academic year.</p> <p>We have created accessibility statement for our website in collaboration with All Able Ltd: https://www.bangor.ac.uk/accessibility-statement</p>

		Digital Accessibility Working Group.	Ongoing.	Staff are enabled to produce digital material in line with the	ITS and the Digital Accessibility Working Group will have completed separate compliance accessibility statements by the end of this academic year.
--	--	--------------------------------------	----------	--	--

				Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.	<p>English video captioning in online teaching sessions is now automated in 'Collaborate'.</p> <p>Welsh video captioning 'Transgrifiwr' is being developed with Canolfan Bedwyr- it provides Automated Speech Recognition but it is not yet accessibility compliant in Welsh and so needs human captioning to ensure captioning is robust and this is also the case for Panopto. Work will be progressed in 2023.</p> <p>90% of lectures are now recorded. ITS has purchased the Ally software to support staff to improve the accessibility of their online resources.</p>
--	--	--	--	---	---

		IT Services.	Ongoing	<p>Statistics produced by Ally. Initial report to be compared with report in 6 months' time to monitor developments.</p> <p>Interventions to be put in place where necessary.</p>	<p>ITS has purchased the Ally software to support staff to improve the accessibility of their online resources. ITS will work with Schools to identify areas where improvements need to be made i.e. where resources are not accessible.</p>
		The Executive. Canolfan Bedwyr. IT Services. Disability Services.	2023	<p>Bilingual documents are accessible. Strategy developed to ensure bilingual documents</p>	<p>Welsh video captioning 'Transgrifiwr' has been developed with Canolfan Bedwyr.</p> <p>it provides Automated Speech Recognition but it is not yet accessibility compliant in Welsh and so needs human captioning to ensure captioning is robust and this is also the case for Panopto. Work will be progressed in 2023.</p>
				are accessible to all developed.	

1.10	To create a supportive working environment for female staff including acting to reduce the gender pay gap and expand our analysis to consider other gaps in protected characteristics.	HR.	Annual monitoring of gender-related metrics.	<p>Increased number of female senior academics and senior professional staff.</p> <p>A decrease in the gender pay gap.</p>	<p>The gender pay gap report's action plan continues to progress (see GPG report for full details). Policies (bangor.ac.uk)</p> <p>Advance HE's Aurora programme (women into leadership) - 4 participants in 2020 and we awarded 2 places for 2022.</p> <p>The universities commitment to Advance HE's Athena Swan and Race Equality Charters now require us to consider and demonstrate an intersectional approach to identifying and addressing inequality and we are now expanding our analysis accordingly.</p>
		HR. Student Services. Health & Safety.	Academic year 2023/24	Action Plan developed and promoted.	<p>A Menopause Working Group was formed in January 2022 with stakeholders across the University, focused on looking at the support available for staff and the creation of an action plan:</p> <ul style="list-style-type: none"> • Occupational Health and Health & Wellbeing webpages were reviewed and content was updated. • A Menopause Guidance document was created for all staff and promoted on the OH and H&W webpages. • An online event celebrating World Menopause Day was held on the 18th October 2022 with good attendance. • Line Manager Menopause Awareness training pilot session was held on 13th December 2022 with roll out on a quarterly basis planned and broadening the offering in terms of awareness raising for all staff.

					<ul style="list-style-type: none"> A pilot Menopause Lounge series led by the the College of Human and Behavioural Sciences was then rolled out into a 6 part Menopause Lounge series for staff across the university starting December 2022, providing a safe and supported space to learn about the menopause, peri-menopause. <p>The focus has therefore been on developing the initiative within the institution and further consideration will now be given to the Pledge for 2023/24.</p>
		HR	Ongoing annually.	Include ethnicity pay gap and disability pay	<p>Ethnicity pay gap first reported in March 2020 and in now reported yearly ongoing.</p> <p>Disability pay gap was reported in March 2022 and will be reported every year thereafter.</p>

				gap.	
--	--	--	--	------	--

		The Executive. HR.	As part of the Planning round.	Maternity cover is a right for all women staff.	Reviewed as part of the planning round. Posts are now approved to backfill staff on maternity leave. Additional and ring-fenced funding is now in place for equality actions including enabling staff who return from maternity leave or adoption leave to have fewer duties for a few months after returning to focus on one of their priority work areas e.g. research.
		HR Athena SWAN Manager/group. p. Doctoral School.	Academic year 2020/21.	PGRs are not treated less favourably than staff.	Discussions are underway as part of regular meetings between the Doctoral School and HR. Completion of this work has been delayed but information is expected from the Doctoral School during Summer 2023 to progress this action.
1.11	Ensure that all Schools have applied for, or are working towards, Athena SWAN awards by 2023.	Athena SWAN Manager/Group. p. Heads of Schools. Equality Champions.	Annually (School submissions in April & November each year). Institution wide 2023.	Measures as defined in the Athena SWAN Action Plan	Three more Schools successfully applied for an Athena SWAN award in the November 2020 round. Seven Schools now have Bronze awards (School of Ocean Sciences, Psychology, Business, School of Computer Science & Electronic Engineering, School of Natural Sciences, School of Sport, Health & Exercise Sciences, School of Health Sciences (the School of Health Sciences is merging with the School of Medical Sciences and the award will apply).

					<p>No further submissions since 2020 due to charter being revised. The remaining three schools are now working towards submission in 2023.</p> <p>Athena SWAN Actions are in progress and ongoing.</p> <p>A new APVC Equality & Diversity role was recruited to in 2022 with responsibility for our work on achieving the institution-wide Athena Swan silver award.</p>
--	--	--	--	--	--

Strategic Aim 2: <i>(Student-focused)</i> To provide students with an inclusive, supportive, and safe learning and living environment.					
	Objective	Responsibility	Timescale	Measure of success	Progress towards achievement of objectives (see key)

2.1	<p>Champion an inclusive community which celebrates and promotes equality, diversity and inclusion at the University. Strive to ensure that all students feel respected and valued and have equal access to all University and Students' Union services. Promote and celebrate the diversity of our students and student groups and promote an inclusive</p>	Student E&D Officer.	Ongoing.	Monitoring uptake of support services across all student groups.	<p>Work here includes the development of an Inclusive Community subsite in My Bangor:</p> <p><u>Our Inclusive University Community Our University Community Bangor University</u></p> <p>Bangor Inclusive Scholarships 22/23 awarded to three outstanding students – one per College. The Scholarships (a BU Athena Swan initiative) are to support students who are continuing their studies at Bangor in order to highlight and celebrate the diversity and inclusivity of our student population, to ensure the student voice and experience is embedded in our EDI and Athena Swan agendas and to support the career development of our students contributing to these important agendas.</p> <p>Our Student Equality & Diversity officer provides specialist support for harassment, hate crime and sexual violence, and works closely with the Students' Union on equality-related awareness-raising campaigns amongst students. We take a proactive stance on tackling reports of harassment or hate crime, taking disciplinary measures where necessary and providing training interventions where needed to ensure that all students understand expectations of behaviour and are aware of available support. This institutional approach ensures our health and wellbeing support is inclusive of the needs of students with protected characteristics.</p>
-----	--	----------------------	----------	--	---

	culture and our Student Harassment Policy.				
--	--	--	--	--	--

		Student E&D Officer.	Ongoing.	Monitoring uptake of support services across all student groups.	<p>Our Student Harassment Policy can be found here https://my.bangor.ac.uk/inclusive</p> <p>Student Services revises and updates as required.</p> <p>All students are directed to professional codes of conduct and plans are ongoing for all students to be made aware of the Student Charter via SSLiC and course rep meetings.</p>
		International Student Support.	Ongoing.	Monitor engagement with International Student Bulletin.	<p>ISS Office creates an International Student Support Bulletin specifically to share opportunities available to them. It includes adverts from different departments and shares good news about international life in Bangor.</p> <p>All specialist roles are advertised across Schools or Colleges. Currently in the School of Health Sciences expressions of interest are being sought for a deputy disability tutor and internationalisation lead in order to improve the diversity of specialist staff to engage with a wide range of students.</p>
		Student Services. International Student Support. Residential Life.	Ongoing.	Monitor attendance at events and obtain feedback for internal events and events with community	<p>The International Student Support team continue to arrange many events which celebrate diversity and continue to run very well received inclusion workshops.</p> <p>Residential Life develops a calendar of inclusive events, designed to appeal to all students and offer support through the transition into communal living.</p> <p>The Campus Life programme is committed to supporting interaction between students of Bangor University halls, encouraging tolerance and understanding and fostering a close residential community through a calendar of inclusive events that</p>

is created by students, for students and therefore attracts and encourages participation from our diverse cohort of residents.

All events are included within a student's hall fees, which ensures that the entire calendar is financially accessible.

Events offered on the calendar range include:

- Personal development sessions e.g. CV writing / dealing with stress and anxiety
- Sunday roasts (catering for all dietary requirements)
- Learn to cook sessions
- Mindfulness and Yoga (extra sessions run around exam time)
- Walk and Talk (wellbeing sessions)
- Escape and explore - including local walking trips and sightseeing and Manchester Xmas markets
- Crafting sessions – jewellery making, Christmas crafts, paint and panad
- Regular food and hot chocolate giveaways
- Bingo and quizzes.

The Campus Life Coordinator student team represents the diverse makeup of our amazing student community.

The Campus Life Coordinators assist at open days and international welcome events, to ensure that the programme is advertised fully to new and prospective students.

				<p>groups / external organisations .</p> <p>The events schedule is co-created with students to deliver an engaging and holistic experience, focusing on wellbeing, life skills and connection with others.</p> <p>A team of student mentors and senior wardens also deliver pastoral care and welfare support within the University's residential setting, signposting to support services where necessary.</p> <p>Attendance is monitored for each cohort by age, halls of residence, UG/PG, UK or International.</p> <p>Free English classes are offered for overseas students and foreign nationals living in the region at the <u>International Education Centre</u>.</p>
--	--	--	--	---

		International Student Support.	Ongoing.	Feedback from Senior Tutors on staff confidence around being able to flag up welfare related matters appropriately and in signposting international students to the relevant support.	Ongoing.
--	--	--------------------------------	----------	---	----------

		International Student Support.	Ongoing.	Uptake of workshops and feedback from attendees.	<p>The University's strategic groups and college level equality committees continue to champion and promote this area.</p> <p>Training on cultural sensitivity is delivered by our International Support Team. Two different workshops are running each term, one on Challenges of supporting and working with international students and the other on UKVI and compliance for international students. Both ran by International Student Support Office through Staff Development training.</p>
--	--	--------------------------------	----------	--	---

2.2	Fully include students, regardless of their disability, gender identity, origin/ethnicity and all protected characteristics in all aspects of University life and promote a positive University experience for all.	Student E&D Officer.	Ongoing.	Student Equality Data report and service evaluation shows that all student groups are accessing support.	<p>Student Services' Sexual Violence and Harassment Support Service and their roles in a more general sense, provides the support students need to be fully included, if their issue is related to a protected characteristic. The SU is also carrying out many activities in this area.</p> <p>Student support services now provide multi-level staff training on sexual violence disclosures and have a campus-wide disclosure response team.</p> <p>Since 2022 the University now offers free childcare for students with children aged 3 and 4 and promotes this.</p> <p>The University will continue to look at ways of helping and supporting students from underrepresented groups, including projects, initiatives and events that help connect students with local communities. For example:</p> <p>Working with minoritised ethnic students to host the 'Young People, The Time Is Now' launch event in Pontio as part of Black History Month October 2022</p> <p>Events and projects between BLAS, Pontio's community engagement arm, and the <u>North Wales African Society</u>.</p> <p>Work with the <u>Confucius Institute</u> on their Chinese New Year events in Pontio in January 2023.</p>
		SU.	Annually.	Students' awareness of support and numbers accessing support increases.	<p>The return to campus in 2021/22 brought an expected increase in the number of students accessing student support services. Whilst preventative work remains vital, an increase in students accessing the services should be viewed positively as these students might otherwise have gone unsupported. Data from Student Services Annual Report 2021/22 demonstrates the service is able to demonstrate high levels of student satisfaction.</p>

2.3	Create a University community that supports positive mental health and wellbeing by supporting students to develop knowledge and understanding of mental health issues in accordance with the Student-led Mental Health & Wellbeing Strategy.	Student Services. Heads of Schools. Directors of Teaching and Learning. SU. College Equality Committees.	Ongoing.	<p>Increased uptake in positive and developmental aspects of what Student Services offers.</p> <p>Feedback from students through Undeb Bangor and University surveys shows they feel able to seek appropriate and timely help.</p> <p>Feedback from Senior Tutors shows increased confidence amongst pastoral staff in referring</p>	<p>The new Student-led Mental Health & Wellbeing Strategy has been written in collaboration with Undeb Bangor based on extensive student and staff consultation. The new 2023-25 strategy received final approval from University Executive on 18th January 2023. A dissemination and implementation is currently in progress through the strategy's steering group.</p> <p>The Bachelor of Nursing curricula includes teaching sessions on common mental health issues and self-care in addition the new curricula has a discrete Interprofessional Education module in year 1 and 2 which students from nursing, radiography and physiotherapy attend.</p> <p>All personal tutors, many of whom are healthcare professionals, are aware who to signpost students to in relation to finance, accommodation, counselling and mental health.</p> <p>In the School of Health Sciences, six members of staff have now completed training and are now members of the BU Sexual Disclosure Response team.</p> <p>Schools operates a daily urgent tutor call system where students can make contact with any urgent issue.</p> <p>The University engages with the LGBTQ+ community through the myf.cymru national project, a project to ensure that students have better access to mental health support through the medium of Welsh. The project helps to engage with the LGBTQ+ community through social media channels, podcasts and videos; Students have also established a new LGBTQ+ group called "Queer Quest" which will have volunteering opportunities, activism and fundraising for the LGBTQ+ community.</p>
-----	---	--	----------	--	--

				<p>students to appropriate support.</p> <p>Satisfaction for students' mental health provision remains high</p> <p>Increased student awareness of and engagement with the Student-led Mental Health and Wellbeing Strategy as measured through social media engagement.</p>	<p>For Counselling we had a drop in overall satisfaction during 21/22 from 92% to 80% and our average waiting times were at an all-time high at 5.96 days. However, it was reduced to 4.35 for the autumn term 2022 and by the end of January 2023 was further reduced to 3.69 days. This is back to pre-pandemic levels and a very high level of responsiveness. We expect this to translate into improve levels of satisfaction for this academic year when we have collated feedback for the year.</p>
--	--	--	--	--	---

		The School of Human and Behavioural Sciences and Student Counselling Service.	Academic year 2021/22.	Successful development and accreditation of module. Engagement and completion of the module by students.	
--	--	---	------------------------	---	--

				Monitor engagement and levels of satisfaction.	
		Wellbeing Practitioners	Ongoing.	Reduction in waiting times for 1 st appointment. Monitoring access to support: Drop in Appointment received on the day.	The single point of access to MH support has been live throughout the year and is advertised on the Student Services Wellbeing Team webpage, in the Student Handbook, emails and other leaflets. The email address is monitored by an admin team. Single-session therapy has been introduced and enables quick access to the support needed. Waiting times have been significantly reduced. <u>The Wellbeing Team Student Services & Administration Bangor University</u>

		Mental Health Practitioners.	Ongoing.	Deliver of 2 x MHFA workshops receiving positive feedback.	Sessions are ongoing and very well received.
		Wellbeing Practitioners.	Ongoing.	Delivery of 3 sessions, monitor attendance and feedback .	Sessions continue to take place.
2.4	Ensure there is diversity within the curriculum and academic representation and that teaching and assessment is	Head of QA, Heads of Schools, School Directors of Teaching and Learning.	Ongoing.	Improved student satisfaction rates.	<p>A new group has been established to look at diversifying the curriculum across all schools.</p> <p>A De-Colonising the curriculum group formed in 2021 and has started to look at this issue.</p> <p>The LGBTQ Network has identified an action to have more interaction with schools via the College Equality Committees in order to support the diversification of the curriculum and to ensure LGBTQ issues are included by way of authors/cases/research in their modules.</p>

	accessible and broadly focused so as to include all groups of people from all backgrounds and cultures and with all characteristics and identities.	LGBTQ Network. College Equality Committees.			<p>The School of Health Sciences E&D Committee includes both Early Career Researcher, post registration, post-graduate and undergraduate Directors and Course leads and student representatives across all programmes offered by the School. (An invitation to medical sciences staff will be made.) Discussions have taken place with respect to teaching and learning resources including reading lists, delivery and assessment so that they are representative of the student body and accessible to all. This includes the use of diverse mannequins, recognising and identifying signs and symptoms in people from Minoritised Ethnic identities and the language and examples used during teaching.</p> <p>Course representatives are included in validation and revalidation of programmes.</p>
2.5	Decrease the attainment gap between students from a BAME background and white students.		2023	<p>The appointment of a new APVC for diversity and inclusion will enable work in this area for academic year 2022/23</p>	<p>Work has now begun and identified as a key part of the new role of APVC for Diversity and Inclusion. Attainment gaps will also be a key focus of our work and commitment to Advance HE's Race Equality Charter.</p> <p>An annual student attainment gap report is produced and published annually, see here:</p> <p>https://www.bangor.ac.uk/quality/index.php.en</p>

2.6	Work towards the full inclusion of disabled students within the academic and social	Disability Services / Head Student	Ongoing.	Actions / Minutes from T&L committees	This responsibility has been devolved to the Disability Tutors in each school who sit on the T&L Committees as detailed in the guidance for Disability Tutors.
-----	---	------------------------------------	----------	---------------------------------------	--

	community, fostering resilience and self-reliance. Remove barriers and promote equality of teaching & learning for disabled students by embedding inclusivity and promoting the Social Model of Disability.	Support & Wellbeing.		reflecting inclusion.	<p>In the College of Human Sciences the Disability Tutor is a member of the E&D and Teaching & Learning committees and provides support to personal tutors and module leads. The Student Disability course representative is a member of the School E&D committee</p> <p>All students are encouraged to share any additional needs/their PLSP which they may have with the appropriate person in respect of teaching resources and assessments.</p> <p>SU representatives are members of the Teaching and Learning Committees.</p>
		Disability Services.	Ongoing.	Attendance at meetings	This group is active and very well attended. Progress already reported as above.

		Student Support & Wellbeing.	Ongoing.	Attendance at meeting and feedback	Ongoing.
2.7	Provide an inclusive student employability offer which takes into account the barriers	International Student Support Office.	Ongoing.	Attendance monitoring and feedback	Schools have Employability leads who share University and College wide guidance with their respective Schools.

	<p>faced by students with diverse backgrounds, cultures and identities. Specifically address barriers arising from the timetable.</p>	<p>Employability Service.</p>	<p>Academic Year 21/22.</p>	<p>Monitor engagement and impact of the the three projects.</p>	<p>Following the pandemic teaching and learning has become more blended between in-person and online.</p> <p>The GO Wales: Achieve through Work Experience Programme was an ESF/ WEFO project which ended in October 2022. Due to its success, HEFCW are now funding a successor programme (Work Experience Support Programme) which still sits within the Employability Service and offers support to a wider cohort of students based on the Widening Access strategy/agenda.</p> <p>Barriers may be due to a variety of factors such as: financial hardship, disability, a learning difference, mental health and caring responsibilities. Support will be prioritised for those who have little or no previous employment experience:</p> <p><u>Work Experience Support Employability Hub Bangor University</u></p> <p>Our HEFCW funded Graduate Support Programme to help students overcome barriers to employment continues until 31st July 2023. We hope to secure permanent funding for a graduate-specific support role, however, our Employability</p>
--	---	-------------------------------	-----------------------------	---	---

					<p>Service has always supported graduates for up to three years after graduation.</p> <p>Bangor University's Ambitious about Autism project came to an end in Summer 2022. There is an underspend from that project and it has been agreed that we will start another project with the purpose of finding internships to support students and graduates who fall under the widening participation criteria.</p>
--	--	--	--	--	---

2.8	Increase the support we provide for estranged students to overcome disadvantage.	Student Support.	Ongoing	This would feed into overall monitoring of progression by the Planning Office as part of the Fee & Access Plan reporting.	<p>During 21/22 there was a significant increase in the number of bursaries awarded to care experienced students, estranged students and student carers. The number of students who are care leavers also showed an increase from 44 in 2020/21, to 53 in 2021/22.</p> <p>Regular targeted communications are provided by Money Support for Estranged and Care Leaver students reminding them of support available and highlighting key dates such as when to apply for student finance. A 'road show' of drop-in sessions around campus is provided as an 'outreach' form of advice, and Estranged and Care Leaver students are individually contacted about these opportunities.</p>
-----	--	------------------	---------	---	--

Strategic Aim 3:
(Staff focused)

To attract and retain all staff in an inclusive and diverse workplace where everyone can thrive.

	Objective	Responsibility	Timescale	Measure of success	Progress towards achievement of objectives (see key)
3.1	Identify opportunities and barriers to recruitment, progression and management of a diverse body of staff.	HR.	During the academic years and 2021/22 and 2022/23.	An increase in the number of staff from underrepresented groups.	See information reported in the Annual Equality Report (that this document is appended to) for highlighted areas for future action.

		HR (Staff Development & Equality Officer).	Ongoing.	Advertising of the training, high participation numbers and positive feedback.	<p>New staff are informed of the need to complete the Unconscious Bias training in the letter that accompanies their contract of employment, they are also advised of this during the Induction Day.</p> <p>All staff are reminded at regular intervals via the Staff Bulletin.</p> <p>5 in-person equality sessions were held for the Facilities Team in June 2021 including early morning sessions for staff on shifts and because these staff do not always have regular access to IT systems.</p>
--	--	--	----------	--	---

3.2	Enhance inclusion through improved people management across the University.	HR.	During the academic year 2022/23.	Publication of a guide and associated training with staff take-up.	<p>An 'Essential Guide for Managers' has been developed and introduced. Where a new staff member is identified as having staffing responsibilities, this new guide is sent to them during their first weeks in post. The guide covers a wide range of topics that would be relevant to those with managerial responsibilities, with a section on Equality and Diversity included.</p> <p>Prior to implementing, the guide was also piloted, with feedback sought from those who had very recently joined the University.</p>
-----	---	-----	-----------------------------------	--	--

		HR (Staff Development, Research Concordant Manager & Equality Officer).	By 2023/24.	A high proportion of managers to attend the 'Bangor Manager' workshop & Research Managers to attend 'Bangor Research Managers' workshop.	A 'Bangor Manager' programme was introduced, with the first cohort commencing in 2021, and having completed all elements of the programme in 2022. A second cohort of Managers commenced in Autumn 2022 and are now progressing through the programme. There are numerous and varying elements to the programme, one of which being 'Equality and diversity for managers'.
		HR (Staff Development).	During the academic year 2022/23.	Publish the Professional Behaviours Framework, roll out and raise awareness.	Under consideration for incorporation within the People Strategy.
3.3	Work to encourage and achieve greater diversity in governance, management and leadership.	Athena SWAN Manager. HR Equality Officer.	Annually.	Improved diversity within decision making groups. An increased awareness of the benefits of diversity in high-level decision-making.	Information is analysed and reported annually. A Board Diversity Workshop for Council took place on 28/03/2022 and resulted in an Action Plan for Council.

		Athena SWAN Group. The Executive. HR (Staff Development). All senior staff.	Ongoing.	See the KPIs in the Women in Leadership Report 2020 .	KPIs now addressed via Gender Pay Gap Report Action Plan.
3.4	Continue to progress our action plan to reduce the Gender Pay Gap and expand our analysis to consider other protected characteristics.	HR.	Annual reporting in the Annual Equality Report & Government portal.	A decrease in the median (and mean) gender pay gap.	<p>Gender Pay Gap (snapshot date of 31 March 2022) is:</p> <ul style="list-style-type: none"> • Median 5.8% • Mean 13.2% <p>The previous years' figures (snapshot date of 31 March 2021) were:</p> <ul style="list-style-type: none"> • Median 5.7 % • Mean 13.7 % <p>The previous years' figures (Snapshot date of 31 March 2020) were:</p> <ul style="list-style-type: none"> • Median = 7.2% • Mean = 13.9%

		HR.	From 2021 published in the Annual Equality Report each March.	Benchmarking and future decreases in any ethnicity pay gap.	<p>Ethnicity Pay Gap at institutional level (as of 31st March 2022) is:</p> <p>Median -8.4% Mean -4.9%</p> <p>Previous year's figures were:</p> <ul style="list-style-type: none"> • Median -1.7% • Mean -12.1% <p>Previous years' figures were:</p> <ul style="list-style-type: none"> • Median -34.2% • Mean -10.6% <p>(A negative number shows that BAME staff are paid more than white staff.)</p>

		HR.	From 2022 - published in the Annual Equality Report each March.	Benchmarking and future decreases in any disability pay gap.	<p>Disability Pay Gap at institutional level (as of 31st March 2022) is:</p> <ul style="list-style-type: none"> • Median 15% • Mean 11.1% <p>Previous years' figure was:</p> <ul style="list-style-type: none"> • Median 16.8% • mean 12.9% <p>There are no previous year figures.</p>
3.5	Continue to progress our Athena SWAN Action Plan.	Athena SWAN Manager & Athena SWAN Group. Heads of Schools. College Equality Committees. Directors of Professional Services.	Monitor via the BU Athena SWAN Group and the two application windows per year (April and Nov).	All Schools to have obtained an Athena SWAN award by 2023 BU to have achieved an Institutional Silver award by 2023.	<p>Six Schools now have Bronze awards (SOS, Business, CSEE, SNS, Medical and Health Sciences, HBS).</p> <p>The Athena Swan Charter has recently undergone a major transformation following an independent review. The new criteria and processes were published on 30/06/21.</p> <p>There were no further submissions since 2020 due to charter being revised. The remaining three schools are now working towards submission in 2023.</p> <p>Paper on new Charter and progress to Silver approved by the Executive in late 2021. The BU application for Silver award will be submitted end of November 2023.</p>

3.6	Improve Bangor University's visibility as an inclusive and supportive place to work and raise awareness of the support available.	Marketing, Communications & Recruitment.	Ongoing.	A published statement of support.	<p>Our webpages have the required accessibility statements and work is ongoing to ensure all resources are inclusive and accessible.</p> <p>In 2022 we created accessibility statement for our website in collaboration with All Able Ltd:</p> <p>https://www.bangor.ac.uk/accessibility-statement</p>
		HR. Student Equality Officer. All managers.	Ongoing.	Guidance for managers developed.	<p>Raising awareness of domestic abuse and how managers can support their staff has been incorporated within the Equality for Managers Workshop.</p> <p>HR looking into developing DA Policy in line with most recent government guidance and HE best practice</p> <p>For students, we have continued to provide and develop our Sexual Violence and Harassment Support Service including the development of our Disclosure Response Team.</p> <p>In preparation for the University offering advice to staff affected by any of the above, Student E&D Officer provided training to a selection of Equality Champions in Responding to Disclosures of SV and DV and delivered a full day training course.</p>
3.7	Promote and advance consistent employee support/family-friendly practice and provision for improved work-life	HR. Heads of School. Directors.	Ongoing.	Feedback from staff via Staff Surveys and from student parents via	<p>Ongoing as an outcome of the <u>Staff Survey 2022</u>.</p> <p>Many departmental and university-wide meetings can now be joined remotely, meaning staff with accessibility requirements and caring</p>

	balance in line with sector leaders.			Undeb Bangor and University surveys	responsibilities are more likely to be able to attend.
		HR.	Ongoing.	Increased take-up of employee support policies e.g. shared parental leave, purchasing annual leave etc.	<p>All Policies are published on our webpages and staff have a dedicated HR officer.</p> <p>Regular training on employee support policies is offered throughout the academic year and advertised on the HR Staff Development webpage.</p> <p>There has been no increase in take up of shared parental leave in the reporting period.</p>
3.8	Create a University community that supports positive mental health and wellbeing by supporting staff to develop knowledge and understanding of mental health issues.	Wellbeing PVC. Health & Wellbeing Group. HR. Student Services.	Ongoing.	See targets and KPIs in the Health & Wellbeing Strategy.	<p>Over 2022 a range of staff focused initiatives, led by the H&W Group have been developed and delivered:</p> <ul style="list-style-type: none"> • A question about wellbeing was added to the PDR including how staff can plan to look after their wellbeing in the year ahead, • A Wellbeing Afternoon for all staff to invest in their wellbeing being offered across the month of March, • Free blood pressure checks on campus for all staff as part of Know Your Numbers week, • Introduced free wellbeing coaching provision available to all-staff via qualified wellbeing coaches,

					<ul style="list-style-type: none"> • Over 100 line managers have been trained on i-act mental health training, • Funded the roll out of Bystander straining (Student Services Provision) • Ran a Financial Wellbeing webinar as part of Talk Money Week.
3.9	Promote an inclusive, welcoming community for international staff members.	HR.	Ongoing.	Staff engagement and the production of effective action plans.	HR continues to provide tailored specialist guidance to non-UK staff and are looking to review and include new online support for new international staff on staff webpages in 2023.

		HR.	Ongoing.	No reduction in numbers of staff from EU countries.	<p>In 2017/18 EU staff made up 6.9% of all staff. In 2018/19 – 7.3% In 2019/20 – 7% In 2020/21 – 6.8% In 2021/22- 6.7%</p>
--	--	-----	----------	---	--

3.10	Consider actions to accommodate an ageing workforce and a potential shortage of labour.	HR. Trades Unions.	By 2024.	Strategy developed to address the potential impact of the ageing workforce.	Not yet due.
3.11	Explore reasons behind low disclosure rates in relation to some protected characteristics i.e. sexual orientation and religion and belief (and non-belief). Seek to improve staff disclosures of protected characteristics and increase awareness and visibility of these protected groups.	HR. LGBT Network. Faith Group. Equality Champions.	Academic year 2021/22.	A decrease in the numbers of staff declining to provide this information to enable us to assess whether we reflect the diversity of the local population and our student body.	This work will now be aligned with the introduction of the new HR staff system, iTrent, to be launched during April 2023.
		LGBTQ Network. HR. Student Services. Pontio	Ongoing.	An increase in the numbers of staff participating.	We now have a dedicated LGBTQ+ webpage and email account where confidential advice and support can be requested. Actions to increase awareness and visibility include: <ul style="list-style-type: none"> • BU sponsors and takes place in NorthWalesPride 2022

					<ul style="list-style-type: none"> • Rainbow flag in Main Arts and Pontio during pride month • Network socials to increase visibility and support among lgbtq+ staff and students. • LGBTQ+ Welcome session for new students together with UNDEB. • Invited speakers/film festival in Pontio for LGBTQ+ History Month •
		H&W Project Lead. HR.	Academic year 2022/23.	Consultation completed and results acted upon i.e. group(s) established.	H&W Development Day held in 2022 with an agreed action to research into best practice approaches in establishing staff networks. This is now being carried out by our H&W Project Lead to ensure our approach to staff networks aligns with our aims around H&W and staff sense of belonging at BU. This work will be completed and action taken forward in 2023.

Strategic Aim 4:

(Community and civic mission)

Collaborate and engage with groups that have not traditionally engaged with the University.

Since the development of the Strategic Equality Plan and this associated Action Plan, a new Bangor University Civic Engagement Strategy has been developed and will be launched in October 2022. All actions measurable around Strategic Aim 4 will now come under the new Civic Engagement Strategy.

[Bangor University Civic Engagement Strategy](#)