



# Equality, Diversity and Inclusion Policy

## **Why is equality, diversity and inclusion important to Bangor University?**

Bangor University continues to build on the achievements and the progress made since the University's first Strategic Equality Plan and continuing the University's long-established commitment to equality and diversity. For us, this stems back to the very foundation of the University which lies in the voluntary contributions made by local people, including quarrymen and farmers, to establish a university in Bangor in 1884. We are also proud of our commitment to a bilingual environment and our Welsh cultural heritage.

Universities play an important role in progressing the equality agenda within Wales. We are fully committed to our responsibilities to deliver the general duties of the Equality Act 2010 and the duties specific to Wales. Our commitment to equality is laid out in our mission statement which includes reference to our aim to be recognised for the inclusive experience we provide for staff and students.

Bangor University is committed to providing an environment that recognises and values people's differences and builds on the strengths that those differences bring to the Bangor and supports all staff and students in maximising their potential.

This commitment is made with specific reference to a person's Age, Disability, Trans identity, Marriage & Civil Partnership, Pregnancy & Maternity, Race or ethnicity, Religious Belief & Non-belief, Sex/gender and Sexual Orientation.

The University also aims to fulfil the Public Sector Equality Duty requirements, which are to:

**Eliminate unlawful discrimination**, harassment and victimisation and other conduct that is prohibited by the Act

**Advance equality of opportunity** between people who share a characteristic and those who don't

**Foster good relations** between people who share a characteristic and those who don't.

## **Our Strategic Equality Plan**

### **Strategic Equality Plan (SEP) 2020 - 2024**

Strategic Equality Plans (SEP) are a statutory requirement for all public bodies under the Equality Act 2010.

In developing our new equality objectives, we reflected on our progress since the last Strategic Equality Plan (SEP) and have consulted with staff and students about their views regarding equality in the University and the actions they wish to see implemented. The Strategic Equality Plan 2020-2024 is, and will be, a basis for the University to continue to develop the equality agenda. It is a catalyst for change as we embed our commitment to equality in everything that we do.

The SEP sets out our commitment to providing the highest quality, sustainable environment for employment, research and study and to ensuring the wellbeing of our approximately 2,000 staff and 12,000 students. We aim to provide a safe, welcoming and inclusive environment for our staff, students and the community we serve. We understand that our activities have economic, social, environmental and cultural impacts and that sustainable development is the process of improving well-being in all four aspects in accordance with the Well-being of Future Generations Act (Wales) 2015.

### **Annual Equality Reports**

We report our activities and progress annually. Our **Annual Equality Reports** and **Gender Pay Gap Reports** are published on our website during March each year.

To address issues around gender we have signed up to the Athena SWAN Charter and to address issues around race and ethnicity we have joined the Race Equality Charter.

### **How do we implement the Strategic Equality Plan and promote equality and diversity in the University?**

To do this we have a series of groups that review our progress against the action plan and address any equality issues that arise. This includes:

#### **The Equality and Diversity Strategy Group**

- chaired by Professor Nicky Callow this is the senior group responsible for equality matters at the University.

The group's purpose is to provide a strategic approach to achieving the aims of our Strategic Equality Plan 2020 – 2024 and to contribute to our [University's Strategy 2030](#).

### **College Equality Committees**

Each of the three Colleges has an Equality Committee, the purpose of the College Equality Committees is to:

- Ensure that the College considers equality and inclusiveness as it develops its strategies, policies and initiatives and work with the relevant College Director to address equality in specific areas.
- Ensure that policies and key developments are equality impact assessed and review EIAs that are undertaken in the College.
- Review workforce and student statistics to identify potential areas of detriment that need to be addressed and develop an action plan within the College to address any issues.

- Ensure that staff and students are aware of their responsibilities in terms of equality and promoting good relations in the College. In that context promote and monitor training activity to ensure that 100% of staff have undertaken the online equality training, unconscious bias training and that all managers have attended the 'Equality for Managers' workshop.
- Co-ordinate effort and monitor progress towards all Schools achieving Athena SWAN awards.
- Work with the Research Committee to ensure that equality is considered in the REF.
- Review any complaints and issues that are highlighted by staff and students that are related to equality and identify action points to address issues.
- Bring any matters of concern that have a University-wide impact to the attention of the Equality and Diversity Strategy Group.
- Hold initiatives to support an inclusive culture in the College.

College Equality Committee contacts are:

**College of Arts, Humanities and Business** - Sian Owen

**College of Human Sciences** - Lindsey Graham

**College of Environmental Sciences and Engineering** - James Balfour

## **Our Responsibilities**

Everyone who is a member of our University has a responsibility to ensure that our commitments, mission and values are applied and promoted. Different groups of staff have different responsibilities and some of these are set out below.

### **All members of staff must:**

- Treat all members of the University community with dignity and respect for their rights and beliefs.
- Respond positively and inclusively to individual differences.
- Challenge or report incidents of discrimination or bullying.

### **If you are a line manager you should do all the above, and:**

- Ensure the University's Equality Commitment and Strategic Action Plan are communicated to new staff.
- Disseminate information to ensure staff are aware of their responsibilities.
- Ensure that all staff in your team have undertaken the relevant equality and diversity training.
- Support individual needs and circumstances of staff so they can perform effectively.

### **If you are a Head of College/School or Director of a Professional Service Department you should do all the above, and:**

- Ensure that any strategic plans include relevant equality considerations.
- Ensure that Equality Impact Assessments are carried out for changes to strategy, policy and practice.

### **If you are an academic and/or research staff member, you should additionally:**

- Provide an equitable educational environment ensuring that an inclusive environment is maintained and developed.
- Respond to the varied needs of students when developing learning outcomes and materials.
- Ensure that your research activity adheres to equality and diversity principles and ethical research standards.

## **Understanding Your Responsibilities in terms of Equality**

Everyone who is part of our University must understand their responsibilities in terms of supporting equality and therefore the University provides training that is appropriate to different roles in the University.

### **Equality Training**

Staff training in the area of equality and diversity is a key objective for the University. Similar to other public bodies and HE institutions, the University is committed and indeed has a legal obligation to ensure that every member of staff undertakes equality and diversity training that is appropriate to their role within the University.

- *All staff* must complete the **online Equality module** and the **online Unconscious Bias module** as part of their probation.
- *All managers* must complete the **Equality for Managers workshop**. This course is mandatory for all staff who manage others. The workshop encourages managers to consider the practical application of the University's Equality and Diversity Policy within Colleges and Professional Service Departments and ensures that managers not only understand their roles and responsibilities within the context of equality legislation but also how to promote equality and diversity in the workplace.
- *Managers involved in the recruitment of staff*, especially those who sit on shortlisting and interview panels, must complete the **Recruitment and Selection workshop**. Workshops are arranged bi-monthly on the Training and Development Schedule and can also be delivered upon request to specific teams or departments.

Further information about these courses can be found on the [Staff Development](#) webpages or by contacting Mari Ellis-Roberts [mari.ellis-roberts@bangor.ac.uk](mailto:mari.ellis-roberts@bangor.ac.uk)

If you'd like to discuss anything related to equality and diversity please contact Nia Blackwell, Human Resources Equality Officer [n.blackwell@bangor.ac.uk](mailto:n.blackwell@bangor.ac.uk) or Helen Munro, Student Equality Officer [h.munro@bangor.ac.uk](mailto:h.munro@bangor.ac.uk)