

EQUALITY OBJECTIVES ACTION PLAN 2018 - 2019

Bangor University is committed to becoming a Sustainable University and is gradually adopting the framework of the Well-being of Future Generations (Wales) 2015 Act to shape its activities. One of the well-being goals is to become a University that enables all our students and staff to fulfill their potential no matter what their background or circumstances, contributing to the national aspiration of a more equal Wales.

This action plan sets out the University's equality objectives for 2018-2019, will be reported against in March 2019 and will contribute to the University's integrated report on Sustainability and well-being. 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	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

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	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, gender pay gap and contractual matters	✓	✓			✓		✓	
Disabled Staff	✓	✓						
Procurement and sustainability	✓	✓	✓	✓	✓	✓	✓	✓
Inclusive 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**

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
<p><u>Equality Impact Assessments</u></p> <p>Ensure that documentation is fit for purpose, available on web, provide appropriate training and continue to raise awareness.</p>	<p>1. Newly revised EIA forms and guidance will be published on our website along with Panopto guidance. Further training will be available on request.</p> <p>2. Completed EIAs will be stored centrally and accessible.</p> <p>The usage and recording of EIAs will be monitored.</p>	<p>Human Resources and Head of Compliance</p>
<p><u>Disseminating and communicating the commitment to equality</u></p> <p>Develop the Equality Champions role to act as key contacts in this area to share issues and best practice across the University.</p> <p>Embed equality across the three academic Colleges.</p>	<p>1. A network of trained staff to be able to support initiatives and promote equality at College and Departmental level who will discuss issues raised with the Equality Officer.</p> <p>2. Promote and support Athena SWAN applications at School level including the University’s commitment to the expanded AS charter and the principles around supporting Trans staff and students as well as acknowledging and addressing issues around intersectionality (particularly between gender and ethnicity).</p> <p>3. Introduce equality committees in the Colleges.</p> <p>4. Work with Schools and Colleges to improve the procedure for capturing recruitment data so that data can be monitored annually.</p> <p>5. Review the possibility of having a positive statement on recruitment adverts and</p>	<p>Human Resources</p> <p>College Executive Teams/College Managers</p>

	<p>documentation encouraging applications from women and BME.</p> <p>6. Raise awareness amongst new academics and other staff on equality issues including the Welsh Language.</p>	
<p><u>Staff and student training</u></p> <p>Review the online equality training module for all staff and continue with the Equality for Managers course.</p> <p>Student Services and HR to consult on equality briefings for the Executive Team and equality updates to the University Council.</p> <p>Provision of appropriate tailored training for frontline staff and student sabbatical officers.</p> <p>Promote the programme of Mental Health First Aid training</p> <p>Provide Chartered Institute of Procurement and Supply Training for Procurement staff</p>	<ol style="list-style-type: none"> 1. Develop a new web page for equality training 2. Equality training for all staff (online) - continue to progress towards a 100% achievement by 2020. 3. Continue with the Equality for Managers course, one session each quarter in both Welsh and English and adding the Social Model of Disability in line with the WG's and University's commitment to the SMD. 4. Design a programme of equality-related briefings and updates. 5. Analysis of feedback from training sessions to ensure that objectives are met and increased numbers trained. 6. Data to support increased numbers attending the courses. 7. Monitoring to demonstrate that procurement staff have completed the equality/ethics module and are able to implement their knowledge in their day-to-day activities. 	<p>Human Resources/Staff Development Team</p> <p>Student Services and HR</p> <p>Staff Development</p> <p>Student Services</p> <p>Director of Procurement</p>

<p>(including the equality/ethics module).</p> <p>Ensure the effective development and implementation of Equality and Diversity within Undeb Bangor providing appropriate training and continue to raise awareness.</p>	<p>8. Provide Equality and Diversity training for all staff and sabbatical officers. Ensure that all managers implement the policy and action plan in their own areas/services and activities. Include Equality and Diversity training as part of the Student Leadership Conference.</p>	<p>Students' Union</p>
<p><u>Monitoring</u></p> <p>Review and widen the availability and scope of monitoring data in conjunction with Trade Unions and other departments to meet legal reporting obligations (Annual Equality Report/Equal Pay Audit/Gender Pay Gap Report) and identify any gaps.</p> <p>Review the equality data held about staff following the implementation of the General Data Protection Regulations.</p>	<ol style="list-style-type: none"> 1. Ensure that relevant data is available on the University's Business Intelligence System and Agresso system. 2. Monitor complaints, disciplinary cases and grievances for equality issues. 3. Survey all staff advising them of the equality data we hold and ask them to update that data (data cleanse). 4. Inform staff how data is held confidentially and used to monitor protected characteristics in the workplace to ensure fair treatment for all with a view to improving self-declaration in certain areas e.g. sexual orientation (in the last reporting year 24.09% of staff refused to declare this information). 	<p>Human Resources</p>
<p><u>Publishing</u></p> <p>Ensure legal compliance in terms of annual reporting</p>	<ol style="list-style-type: none"> 1. Reports to be agreed by the Equality and Diversity Task Group and ratified at the February or March meeting of the University Council. 2. Equality Annual Report to be published in March each year (reporting period will be the previous academic year) 	<p>Human Resources</p>

	<p>3. Equal Pay Audit published in March each year (data from the previous March).</p> <p>4. Gender Pay Gap Report published in March each year (data from the previous March).</p> <p>5. All reports to be published on the Equality webpage which is accessible to the public.</p>	
<p><u>Equal pay, gender pay gap and contractual matters</u></p> <p>Equal Pay Action Plan</p> <p>Workload model</p>	<p>1. Monitor variance on the HERA pay scales</p> <p>2. Monitor success of implementation and the elimination of variance</p> <p>3. Review of Pay Bands in line with the Living Wage.</p> <p>4. Develop a workload allocation model with UCU and the Workload Allocation Task and End Group to support the current policy.</p>	<p>Human Resources with input from recognised Campus Unions</p>
<p><u>Disabled staff</u></p> <p>Review Policy to ensure appropriate support for disabled staff.</p> <p>Training for managers in managing absence and supporting staff.</p> <p>Review of the confidential Counselling Service (external provider).</p>	<p>1. A reviewed and updated Attendance Management Policy published on our Website.</p> <p>2. Monitor and increase the uptake of managers being trained in managing absence.</p> <p>3. Monitor and increase the uptake of managers being trained in managing Mental Health issues in the workplace.</p> <p>4. Provision reviewed and alternative providers considered.</p>	<p>Human Resources/ Occupational Health</p>
<p><u>Procurement and sustainability</u></p>		<p>Director of Procurement</p>

<p>Embed the use of Sustainable Risk Assessments (Value Wales) for all University tenders to ensure that equality and diversity issues are considered.</p>	<ol style="list-style-type: none"> 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. <p><i>Progress is 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.</i></p>	
<p><u>Inclusive Access</u></p> <p>Prioritisation of issues identified by the Inclusive Access Working Group.</p> <p>"You said we did" on accessibility issues.</p> <p>Review of accessible parking provision.</p> <p>Identify areas for collaborative improvement, to foster a more inclusive and practical environment for disabled students within Bangor University and Undeb Bangor</p>	<ol style="list-style-type: none"> 1. Progress monitored by the Inclusive Access Working Group and reported the the Property and Campus Services Task Group and the Equality and Diversity Task Group. 2. Consider an action plan responding to the recent accessibility audit that has been carried out by a member of the student community. 3. Develop a video for the Union and University website, that can be used to advertise the different services and how the University can support students who have barriers. 	<p>Inclusive Access Working Group</p> <p>Students' Union</p>

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 Priority 1: An Excellent Education and Student Experience
Strategic Priority 3: An International University for the Regions

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
<p><u>Student Experience Strategy</u></p> <p>The Student Experience Strategy 2015-2018</p> <p>Produce a final report on the outcomes of the strategy including reference to how the work will be embedded within current practices.</p> <p>Implementation of the Zero Tolerance to Student Harassment policy.</p>	<p>1. The report will be disseminated to the Student Services Task Group, Equality and Diversity Task Group, Executive and Senate.</p> <p>2. Develop a clear and accessible response procedure for staff receiving disclosures of sexual violence to include a rolling programme of training for staff.</p> <p>3. Develop an institution wide strategy for the prevention and support of harassment, hate crime and sexual violence.</p>	<p>Director of Student Experience</p> <p>Student Equality Officer</p>
<p><u>Student Mental Health Strategy</u></p> <p>Continue to deliver Mental Health First Aid (MHFA) training to staff.</p>	<p>1. Auditing attendance at the MHFA courses.</p>	<p>Head of Student Counselling</p>

<p>Continue to collect relevant data that assists our knowledge of student mental ill-health, prevalence and outcomes.</p> <p>Further enhance Welsh Language provision for student mental health including the exploration of viable external Welsh Language resources.</p>	<p>2. Data reported within annual reports such as the Counselling Annual Report and the Disability Annual Report as well as the information gathered for the Student Mental Health Strategy Group by its intern.</p> <p>3. Measured by the success (or otherwise) of increased counselling (and MHA) provision through the medium of Welsh, and of the strategic initiatives more nationally looking at equivalence for resources such as BigWhiteWall.</p>	
<p><u>International Office</u></p> <p>Provide an inclusive programme of events throughout the year – promoting integration.</p> <p>International Student Ambassador scheme</p> <p>Effective engagement with international student societies</p>	<p>1. Produce an annual programme, based on previous feedback from students. Success measured by number of participants and feedback at the end of the year.</p> <p>2. Students appointed to the scheme which are representative of the internationally diverse student body. Successfully providing a link between students (current & prospective) and the International Student Support service.</p> <p>3. Introduction of joint events and increased profile and participation amongst International students.</p>	<p>Head of International Student Services</p>
<p><u>Students' Union</u></p> <p>Lobby on disability access issues</p> <p>Campaign for radar key access to disabled toilets.</p> <p>Promote disability inclusivity</p>	<p>1. Reporting via the Students' Union reporting mechanisms and to the Students' Union Task Group. Feeding back annually to the Strategic Equality Annual reporting process.</p> <p>2. Disability Inclusivity training will be a large part of club and society training in the</p>	<p>Led by Sabbatical Officers in the Bangor Students Union</p>

<p>training in sport</p> <p>LGBTQ+ ²including:</p> <ul style="list-style-type: none"> - awareness training - The gender neutral campaign for toilets. - Out in Sport campaign to eliminate homophobia in sport. <p>Work on the Mental Health Pledge around eliminating stigma in this area.</p> <p>Promote the Zero Tolerance to harassment Policy particularly in relation to “lad culture”.</p> <p>Work around how to achieve a more diverse and inclusive learning experience for black minority ethnic students</p>	<p>next academic year.</p> <p>3. Provide LGBTQ+ awareness training as part of our Student Leadership Conference.</p> <p>4. Promote our rebranded Pride in Sport and move the campaign forward over the next academic year to include talks and further awareness raising.</p> <p>5. Develop a Mental Health Framework responding to students’ feedback and needs.</p> <p>6. Review and promote our Safe Space and Zero Tolerance policy in order to make students more aware of what these policies mean and what our stance is.</p> <p>7. Work with our BME Undeb Bangor Councillor looking at how to raise the profile of BME student barriers such as the attainment gap and widening our work on inclusive curriculum to look more closely at BME. Develop a BME focus group to look at representation and how BME students can feel more inclusive in the SU.</p>	
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<p><u>Widening Access</u></p> <p>Collaborate with Reaching Wider Partnership and in work with Care Leavers.</p> <p>Work with the Carers Trust and other agencies in reaching Young Carers, Young Adult Carers and Adult Carers.</p> <p>Facilitate activities by academic schools in relevant equality community engagement work.</p> <p>Promote the provision of the Miles Dyslexia Unit.</p> <p>In collaboration with Grwp Llandrillo Menai, provide Introduction to Deaf Awareness, Introduction to BSL and progression courses for staff and students within Bangor University.</p>	<ol style="list-style-type: none"> 1. Increased activity in preparing care leavers for HE including working collaboratively with Student Services specifically in relation to Mental Health support. 2. Set up a one-day school and/or weekend activity in N.W. Wales. 3. Increased activity regarding activities in Schools. 4. Set up a series of workshops for schools and community groups. 5. Provide accessible courses and raise awareness. 	<p>Head of Widening Access</p>
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<p><u>Reaching Wider</u></p> <p>Widening access to Higher Education for people living in 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.</p> <p>Alignment with partnership widening access planning, fee plans and strategic equality plans.</p> <p>Work to support widening access to Welsh medium HE including engagement with the Coleg Cymraeg Cenedlaethol.</p>	<ol style="list-style-type: none"> 1. Nationally increased participation in HE of people within the target groups. 2. Clear alignment of NMWRP Strategy with the plans of other HE providers including Bangor University and Coleg Llandrillo Menai. 3. Increase in Welsh Medium opportunities & participation rates. 	<p>NMWRWP (North and Mid Wales Reaching Wider Partnership)</p>
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OBJECTIVE 3 ENHANCING RESEARCH SUCCESS

Equality Duty Ensure unlawful discrimination is eliminated, advance equality of opportunity and foster good relations

University Strategic priority 2: Enhancing Research Success

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
<p><u>Athena Swan</u></p> <p>To ensure the University is meeting the requirements set out in the RCUK⁵ Equality and Diversity statement, implement the Research Concordat Principle and the principles of the Athena SWAN Charter.</p>	<ol style="list-style-type: none"> 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 Careers in Research Online Survey (CROS). 4. Develop policy and guidance to support Trans staff and students which will create an inclusive community for all trans people. 	<p>Athena SWAN Officer</p> <p>Human Resources/ Student Equality Officer</p>
<p><u>Research Excellence Framework (REF)</u></p> <p>Ensure the University's REF Code of Practice is equality compliant and ensures unlawful discrimination is eliminated, equality of opportunity is advanced and good relations are fostered.</p> <p>To ensure all University staff involved in the REF selection process are trained in equality awareness and promotion.</p>	<ol style="list-style-type: none"> 1. Bangor University is preparing for REF 2021 using a "Rolling REF" exercise. This is an administrative exercise that involves annually reviewing the systems, data, activities and outputs in the research domain. A key outcome of Rolling REF is to provide individuals with an annual update on their progress to submission. EIAs will be carried out from January 2019 to ensure a fair approach to the selection of outputs. 2. Monitor to confirm that staff involved in the REF Code of Practice and the implementation of the relevant equality implications have received appropriate training. 	<p>REF Manager</p> <p>Human Resources</p>