

STRATEGIC EQUALITY PLAN (SEP) 2020 – 2024 **UNDERPINNING ACTION PLAN, REPORTING up to 31 MARCH 2024****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	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 and discrimination at work and study.	SU and relevant networks. LGBTQ Network. HR. Student Services.	<p>Bangor University annually hosts events to mark Holocaust Memorial Day, International Women’s Day (IWD), Black History Month (BHM), Pride, LGBTQ History Month, Diwali, Chanukah and Chinese New Year. In 2023, BU events and EDI leads began work on creating a BU annual Inclusion Calendar to ensure the university annually recognises and resources an inclusive range of religious, cultural and equality related events going forward.</p> <p>IWD 2023 ‘Embracing Equity’: a series of events, short and feature length films at Pontio on the theme, 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 EDI.</p> <p>BHM 2023 ‘Celebrate and Elevate’: Staff challenge, ‘how to do BHM’ staff and student guides produced, Celebrate and Elevate event in Pontio with exhibition, performance, keynote speech by</p>

		<p>Professor Charlotte Williams OBE, Q&A panel with 5 black female speakers and catering collaboration with BU and Maggie's African Twist.</p> <p>The University showed its support for the LGBTQ+ community in 2023 by becoming a Gold Sponsor for North Wales Pride 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. Our LGBTQ+ network continued to meet both virtually and then gradually returned to face to face meetings.</p> <p>Each November as part Diwali celebrations, our International Student Support Office, students and student reps have attended a special event in Cardiff with Rt Hon Mark Drakeford, First Minister of Wales and Raj Aggarwal, Hon Consul of India in Wales.</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 Student Union run an annual Cultural Fair aimed at bringing together and showcasing the different student cultures at Bangor University and support inclusive and integrated communities on our campus.</p> <p>Through discussion at BU, and in response to student feedback and Welsh Government's LGBT Action Plan for Wales, the SU we will be launching a Queer Space in 2024.</p> <p>An annual Student Leaders Conference is held for all student leaders in the Students' Union, with training on EDI incorporated.</p> <p>Following a governance review within the Students' Union in 2023, new student networks were launched based around underrepresented student groups to improve inclusion and diversity in democratic processes.</p>
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	HR. Student Services. Data from the Governance & Compliance Team. Equality Champions.	<p>During the academic year 2022/2023:</p> <ul style="list-style-type: none"> • 179 students accessed the Students Equality and Diversity support service. • 157 students made disclosures of sexual violence, harassment, hate crime or racial abuse. <p>This is a marginal increase in students accessing support and a marginal decrease in those making disclosures.</p> <p>In 2022/23: there were the following formal staff casework proceedings:</p> <p>4 x Capability cases (3 male, 1 female). One of which was disability-related/ill-health retirement. 6 x Disciplinary cases (4 male, 2 female). 3 x Grievance cases (1 male, 2 female).</p>
	HR Equality Officers. Equality Champions. Student E&D Officer.	<p>A complete revision of the Dignity at Work and Study Policy was carried out in 2023, in consultation with staff, students and unions and has now been published.</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.	<p>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. Regular engagement and progress updates on the action plans are featured in the staff bulletin across 2023. Through Athena Swan and Race Equality Charter work, action is being taken forward to enable a more intersectional analysis of the next Staff Survey, aimed for 2024, and staff surveys going forward.</p>
	Student Services. SU.	<p>The SU no longer runs one annual survey, and instead runs more thematic surveys including on EDI issues with comparatively good engagement on topics such as mental health and inclusivity. The SU also now carry out snapshot feedback activity through their 'Tell Us Tuesday' initiative, with a range of equalities issues being directly discussed with students weekly.</p> <p>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</p>

			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.	<p>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.</p> <p>Advance HE and HR-facilitated session on Board Diversity workshop was run for Council members in 2022.</p> <p>In 2023, the EDI structures were revised to streamline and strengthen action and reporting on our equality plans and progress made.</p> <p>In 2023/24, the VC, Executive Board and Race Equality Charter Self-Assessment team members took part in 'Race and Racism: a programme for leaders and change agents' facilitated by Advance HE.</p> <p>398 staff have completed the Equality for Managers training to date. 1474 staff have completed Unconscious Bias training since it was introduced and 1850 staff have completed our online Equality e-learning package.</p> <p>In April 2024, we will be launching a new 'Introduction to Race Equality' E-learning package for all staff and the student union.</p>

		HR (Staff Development & Operations).	HR toolkits continue to be developed; the 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).	Consideration has been given to a revised Professional Behaviours Framework over 2013, but it has been agreed that this this now needs to be brought in line with developments in both the sector and in line with best practice. The use of behaviours will be amalgamated in new developments and will be taken into consideration as new process are introduced.

		SU.	<p>Student Leadership conferences now take place annually with EDI being a key topic covered, alongside sexual harassment, zero tolerance to harassment and race equality.</p> <p>SU staff will be trialling BU's new Introduction to Race Equality E-Learning package in March 2024.</p>
	<p>Ensure that equality is embedded in all our strategies and is a key consideration by decision-making groups across the University.</p>	<p>HR (Athena SWAN Manager). Executive. HR Equality Officer. The Executive.</p>	<p>In 21/22 gender balance of:</p> <ul style="list-style-type: none"> • Strategy group membership was 51% female. • Executive Board was 33% female (up from 30% in 19/20). • Senate 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 dropped to 30% female. <p>In 22/23:</p> <ul style="list-style-type: none"> • Strategy Group membership was 40% • Executive Board was 31% female (down 2% 21/22). • Senate was 45% female (increase of 2% from 21/22). • Council was 47% female (increase of 17% from 21/22). <p>BU submitted a Silver Institutional Athena Swan application in Nov 2023 that was successful. The School of Arts, Culture and Language will submit their first Bronze application in March 2024. The School of Ocean Sciences will submit an application to renew their Bronze award in March 2024</p> <p>BU continue to fund places on Advance HE's Aurora Leadership Programme. The programme is for female staff (up to senior lecturer level or the professional services equivalent) who wish to develop and explore issues relating to leadership roles and responsibilities. Participants are paired with a senior mentor from the University, who supports them throughout the programme. 16 female staff have completed the Aurora programme since 2020 when Bangor University initially funded places on this programme and we are committed to continue building attendance numbers. We currently have 9 participants confirmed for the 2024 programme.</p>

		Deans, College Managers. HR Equality Officer. Student E&D Officer.	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.	A Professional Services Equality Committee was established in late 2023.
1.4	Ensure a broad understanding of the relationship between equality and sustainability.	Estates Sustainability Officer	Sustainability is now part of our <u>Strategy 2030: Sustainability Strategy</u>

1.5	<p>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.</p>	<p>Chair of E&D Strategy Group, Planning Office and Student E&D Officer.</p>	<p>Student demographics are now presented in both our degree outcome statement and degree classification report.</p> <p>Planning team will be working with digital services to develop a Student Journey dashboard as a long-term development aim. Annual reports on Student Retention, Degree Attainment, and Employability continue to be produced in the interim and through work on the Race Equality and Athena Swan Charters, BU aims to analyse student data in terms of race, gender and disability moving forward.</p> <p>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>
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		<p>Planning. HR Projects & Systems Officer & Equality Officer. College Equality Committees.</p>	<p>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 (iTrent) which was launched in 2023.</p>
		<p>Planning. HR Projects & Systems Officer.</p>	<p>The option to leave the title field blank was included across our staff systems in 2022.</p>

		The Executive. HR Equality Officer. Equality Champions. All managers.	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.
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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.	Information about our Staff Survey 2022 can be found by clicking the link. As of 2022, all staff are now given the opportunity to discuss health and wellbeing as part of their annual Performance Development Review (PDR).
		Health and Wellbeing Group. Sustainability Officer. Student Services SU HR	Initiatives introduced in 2023 with aim of lessening the escalation of sickness: <ul style="list-style-type: none"> • Twice weekly 30-minute online mindfulness sessions for staff. • Weekly free 30-minute staff stretch class at Canolfan Brailsford. • Support and information through Menopause Lounge delivery. • Musculoskeletal support for staff. • Wellbeing coaching. • Establishment of Long Covid/CFS Teams group • In development: Steve Noone's 'Living with stress and preventing burnout' module.

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.	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: <ul style="list-style-type: none"> • The Dynamic Working Toolkit. • Degree Apprenticeships Scheme. • The updated Reaching Wider Strategy. • Review of BU committees in 2023.
		Canolfan Bedwyr.	A Welsh Language Impact Assessment has been developed by Canolfan Bedwyr.
1.8	Ensure that procurement data is in place to evidence diversity in procurement.	Finance (Procurements & Payments).	Finance Team ensures this is in place by way of the annual audit.
		Finance (Procurements & Payments). Sustainability Officer.	Finance Team ensures this is in place by way of the annual audit.
		Finance (Procurements & Payments). HR Staff Development.	Finance Team ensures this is in place by way of the annual audit.

		Directors of Teaching & Learning. Staff Development.	<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>
		The Executive. Canolfan Bedwyr. IT Services. Disability Services.	<p>Welsh video captioning 'Transgrifiwr' has been developed with Canolfan Bedwyr, which provides Automated Speech Recognition and, as on 2023, is now compliant in Welsh language and this is also the case for Panopto.</p>
		HR	<p>Ethnicity pay gap first reported in March 2020 and is now reported yearly ongoing.</p> <p>Disability pay gap was reported in March 2022 and is now reported yearly ongoing.</p>

		HR Athena SWAN Manager/group. Doctoral School.	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. Heads of Schools. Equality Champions.	<p>Three 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)). No further submissions since 2020 due to charter being revised. The remaining three schools are now working towards submission in 2023/24.</p> <p>A new APVC Equality & Diversity role was recruited to in 2022 with responsibility for BU's work on achieving the institution-wide Athena Swan silver award and our application for this award was submitted in November 2024.</p>

Strategic Aim 2:

(Student-focused)

To provide students with an inclusive, supportive, and safe learning and living environment.

Objective	Responsibility	Progress towards achievement of objectives (see key)
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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>	<p>Student E&D Officer.</p> <p>Student Services. International Student Support. Residential Life.</p>	<p>BU now has Inclusive Community subsite in My Bangor: <u>Our Inclusive University Community Our University Community Bangor University</u></p> <p>Bangor Inclusive Scholarships are awarded annually to three outstanding students (one per College). The Scholarships are a BU Athena Swan initiative 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, working closely with the Students' Union on equality-related awareness-raising campaigns amongst students. BU takes 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> <p>In 2023, BU published our revised Dignity at Work and Study Policy, in consultation with staff, students, the SU and unions.</p> <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 is created by students, for students and therefore attracts and encourages participation from our diverse cohort of residents.</p> <p>All events are included within a student's hall fees, which ensures that the entire calendar is financially accessible.</p> <p>Events offered on the calendar range include:</p> <ul style="list-style-type: none"> Personal development sessions e.g. CV writing / dealing with stress and anxiety
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		<ul style="list-style-type: none"> • 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. <p>The Campus Life Coordinator student team represents the diverse makeup of our amazing student community.</p> <p>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> <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 International Education Centre.</p>
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		<p>Training on cultural sensitively 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>
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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.	<p>Student Services' Sexual Violence and Harassment Support Service and their roles in a more general sense, provide 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 in addition to Bystander Awareness training that is offered to staff and student reps.</p> <p>Since 2022 the University now offers free childcare for students with children aged 3 and 4 and promotes this.</p> <p>In 2023, a task and end group including student Trans Network reps, equalities staff and estates leads, worked together to propose a review of all toilets and changing facilities in relation to the accessibility in respect of disability, gender neutral options and infant feeding and changing facilities. This work will be taken forward in 2024, initially focused on Pontio, Main Arts and Canolfan Brailsford.</p> <p>In 2023, in response to student feedback and Welsh Government's LGBT Action Plan for Wales, BU agreed the SU will be launching a Queer Space in the Students' Union in 2024. The space will be designed to provide the LGBTQ+ community on campus with a dedicated space. The space will allow the expansion of resources, events and opportunities to take place.</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>Events and projects are delivered on a continuing basis 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>
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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.	<p>Student Services. Heads of Schools. Directors of Teaching and Learning. SU. College Equality Committees.</p> <p>The School of Human and Behavioural Sciences and Student Counselling Service.</p>	<p>The Student-led Mental Health & Wellbeing Strategy 2023-25 has been written in collaboration with Undeb Bangor based on extensive student and staff consultation. The new 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 and, 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>
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		Wellbeing Practitioners	<p>The single point of access to MH support remains 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.</p> <p><u>The Wellbeing Team Student Services & Administration Bangor University</u></p>
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		Mental Health Practitioners.	Sessions are ongoing and very well received.
		Wellbeing Practitioners.	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.	<p>A new group has been established to look at diversifying the curriculum across all schools.</p> <p>A BU De-Colonising Network was formed in 2021 and in 2023, it was agreed that this network would feed into BU's formal EDI structures.</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 a wide range of racial/ethnic identities and the language and examples used during teaching.</p> <p>Course representatives are included in validation and revalidation of programmes.</p>
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2.5	Decrease the attainment gap between students from a BAME background and white students.		<p>An annual student attainment gap report is produced and published annually, see here: https://www.bangor.ac.uk/quality/index.php.en</p> <p>The disparity in degree attainment within ethnic groups is substantial, with consistently lower levels of attainment over the reporting period. The proportion of Black, Asian and Minority Ethnic (The University is currently reviewing the use of BAME: Black and Minority Ethnic, as a reporting category, and is in the process of agreeing new and more appropriate terminology) students achieving a good degree is 10.9% below that of white students in 2023, a decline of 4% since 2022, and 8% below the University average. The data identify that eliminating this attainment gap is a particularly necessary area of focus for the University moving forward.</p> <p>Work has now begun and identified as a key part of the new role of APVC for Diversity and Inclusion.</p> <p>Attainment gaps will also be a key focus of our work and commitment to Advance HE's Race Equality Charter, which BU committed to in 2022.</p>
2.6	Work towards the full inclusion of disabled students within the academic and social	Disability Services / Head Student	This responsibility has been devolved to the Disability Tutors in each school who sit on the Teaching & Learning 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.	<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.	This group is active and very well attended. Progress already reported as above.
2.7	Provide an inclusive student employability offer which takes into account the barriers faced by students with diverse backgrounds, cultures and identities. Specifically address barriers arising from the timetable.	International Student Support Office. Employability Service.	<p>Schools have Employability leads who share University and College wide guidance with their respective Schools.</p> <p>Employability events programme now permanently offers a blend of on campus and online events for those who face barriers to work experience through our Work Experience Support programme - some are practical work experience opportunities as well as a 'Meet the professional' series to connect students with those working in careers of interest to them.</p> <p>Asynchronous content is offered through our Employability Hub on My Bangor with students given on demand access to CV checking tools and an interview and assessment centre practice platform and information sheets in accessible format in Sway. We have expanded our offer to include practical workshops in computer labs with the aim of allowing students to work with the support of our advisers, for example on CVs or application forms.</p> <p>Events are run specifically for international students on career management topics, and new support sessions for part-time work with student mentors.</p> <p>Careers Fair: Our Careers Fair this October was run on a Wednesday, and timetabling constraints were considered in the planning which led to lectures being cancelled or rescheduled to allow students to attend talks and meet exhibitors (with the exception of some courses where this would not be possible e.g. health). Student needs were also considered on the day with the addition of a Quiet Hour at the beginning of the fair.</p> <p>HEFCW funded Targeted Employability Support for Students (TESS) completed a successful first year exceeding targets for 2022/23, helping participants identified in the WA Strategy to move closer to the labour market by increasing confidence, recognising barriers and identifying and learning ways in which to work with them to gain self-belief, employability skills and work experience.</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. A positive change from previous funding criteria was to</p>

			<p>remove the age cap of 25 which has been extremely beneficial, allowing a far wider cohort of participants that can gain access to dedicated support.</p> <p><u>Work Experience Support Employability Hub Bangor University</u></p>
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**Strategic Aim 3:
(Staff focused)
To attract and retain all staff in an inclusive and diverse workplace where everyone can thrive.**

	Objective	Responsibility	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.	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).	<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> <p>In 2023, the university introduced of a 'guaranteed interview scheme' for disabled applicants to enable BU to move from level 1 to level 2 of the Disability Confident scheme.</p>

3.2	Enhance inclusion through improved people management across the University.	HR.	<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).	<p>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'.</p>
3.3	Work to encourage and achieve greater diversity in governance, management and leadership.	Athena SWAN Manager. HR Equality Officer.	<p>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.</p> <p>Further actions have been identified as part of BU's Athena Swan Silver Award Action Plan in relation to increasing gender diversity at senior level, including exploring positive action.</p> <p>Work has now also begun as part of BU's Race Equality Charter self- assessment to look at BU action to increase diversity in relation to race/ethnicity in leadership, management and governance at Bangor.</p>
		Athena SWAN Group. The Executive. HR (Staff Development). All senior staff.	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	HR.	<p>Gender Pay Gap</p> <p>Snapshot date of 31 March 2023:</p>

	<p>our analysis to consider other protected characteristics.</p>		<ul style="list-style-type: none"> • Median 5.6% • Mean 10.9% <p>Snapshot date of 31 March 2022:</p> <ul style="list-style-type: none"> • Median 5.8% • Mean 13.2% <p>Snapshot date of 31 March 2021:</p> <ul style="list-style-type: none"> • Median 5.7% • Mean 13.7% <p>Snapshot date of 31 March 2020:</p> <ul style="list-style-type: none"> • Median 7.2% • Mean 13.9%
		<p>HR.</p>	<p>Ethnicity Pay Gap at institutional level</p> <p>31st March 2023:</p> <ul style="list-style-type: none"> • Median 4.3% • Mean -2.6% <p>31st March 2022:</p> <ul style="list-style-type: none"> • Median -8.4% • Mean -4.9% <p>31st March 2021:</p> <ul style="list-style-type: none"> • Median -1.7% • Mean -12.1% <p>31st March 2020:</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.	<p>Disability Pay Gap at institutional level</p> <p>31st March 2023:</p> <ul style="list-style-type: none"> • Median 15.9% • Mean 13.5% <p>31st March 2022:</p> <ul style="list-style-type: none"> • Median 15% • Mean 11.1% <p>31st March 2021:</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.	<p>Six Schools now have Bronze awards (SOS, Business, CSEE, SNS, Medical and Health Sciences, HBS).</p> <p>The Athena Swan Charter underwent a major transformation following an independent review. The new criteria and processes were published in June 2021.</p> <p>There were no further submissions since 2020 due to charter being revised. The remaining three schools are now working towards submission in 2023/24.</p> <p>The BU application for Silver award was submitted in November 2023 and was successful.</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.	<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> <p>In 2023, the university introduced of a 'guaranteed interview scheme' for disabled applicants to enable BU to move from level 1 to level 2 of the Disability Confident scheme.</p>
		HR. Student Equality Officer. All managers.	<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 Domestic Abuse Policy/support toolkit or statement 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 Sexual Violence and Domestic Violence 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 balance in line with sector leaders.	HR. Heads of School. Directors.	<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 responsibilities are more likely to be able to attend.</p> <p>All university roles advertised now include a default statement to state Job Share / Part Time working will be considered unless the Recruiting Manger can put forward an objective justification for the role to require 1 individual full time only.</p>
		HR.	<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.	<p>Over 2022/23 a range of staff focused initiatives, led by the Health & Wellbeing 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, • Over 100 line managers have been trained on i-act mental health training, • Funded the roll out of Bystander straining (Student Services Provision) • BU signed up to the 'Time to Talk Pledge'.

3.9	Promote an inclusive, welcoming community for international staff members.	HR.	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.	<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% In 2022/23: %</p>
3.10	Consider actions to accommodate an ageing workforce and a potential shortage of labour.	HR. Trades Unions.	Some actions identified to support e.g. Dynamic working but hasn't been considered holistically yet.

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.	This work is now being aligned with the introduction of the new HR staff system, iTrent in 2023.
		LGBTQ Network. HR. Student Services. Pontio	<p>We now have a dedicated LGBTQ+ webpage and email account where confidential advice and support can be requested.</p> <p>Actions to increase awareness and visibility include:</p> <ul style="list-style-type: none"> • BU sponsors and takes place in North Wales Pride annually. • Rainbow flag in Main Arts and Pontio during pride month annually. • 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.	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, with action taken forward in 2024.

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 was launched in October 2022. All actions measurable around Strategic Aim 4 now come under the new Civic Engagement Strategy.

[Bangor University Civic Engagement Strategy](#)