





In April Bangor applied for its third Athena SWAN University Bronze award. Since 2016 two Schools have achieved a Bronze award; the School of Psychology (2016) and the School of the Environment, Natural Resources and Geography (2016). The School of Ocean Sciences are applying in 2018.

The University will be introducing Equality Champions in each College at the end of the current academic year. The Equality Champions will be assisting with promoting awareness of equality issues in their Colleges and will assist the University to progress and embed its equality objectives in the University.

The University has continued to develop its Strategic Equality Plan and achieved much of the actions in the original plan which has supported all staff since its introduction.

A key development in terms of implementation and review is the appointment of an Athena SWAN and Research Concordat Manager in February 2016. The aim of this post is to integrate the overlapping strategic objectives of the Research Concordat and Athena SWAN and further develop the Researcher Development Programme and University-wide initiatives to support researchers. This post has had considerable impact in further enhancing the University's support for researcher development.

The CROS survey was held in the University in 2017 and had a 22% response rate.

For the next two years the key aim of the University is to ensure high-quality support for all researchers and address the strategic objective highlighted in the University's Strategic Plan 2015-2020 to '*deliver an environment where the research community has the best opportunity to thrive at all levels*'. In order to achieve this, the Univ