



Progress against Equality Action Plan

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 Assessment (EIA)</u></p> <ol style="list-style-type: none"> 1. Ensure that documentation is fit for purpose 2. Update Web documents 3. Establish EIA "storage" and review process 4. Provide appropriate training 5. Continue to raise awareness 	<ol style="list-style-type: none"> 1. Documents are reviewed and review date recorded 2. Documents and information is accessible on the web 3. Historical documents are accessible and review dates identified. 4. Monitor the number of staff receiving EIA training 5. Monitoring of usage and recording of the EIA process. 	<p>Human Resources and Head of Compliance</p>	<p>The EIA form and guidance has been revised and updated. It will be published on our website. Training has been provided in the form of briefings for senior managers and further training will be available to all staff.</p> <p>Specific responsibility has been assigned to a member of staff in Planning and Governance to ensure that all University Policies are; regularly reviewed, are available bilingually, adhere to the University's policy framework and have Equality Impact Assessments completed and include on th.2 (e)9 (E)</p>

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
-----------------	--------------------	----------------

Monitoring

1. Widen the availability of monitoring

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility
<u>Disabled Staff</u>		
1. Disability – review Attendance Management Policy to ensure appropriate support for disabled staff		
2. Consider the recording of disability related absence		
3. Training for Managers in managing absence		
4. Train managers in managing Mental Health in the workplace		
5. Review how HR and Occupational Health web links disseminate information effectively to disabled staff in particular		
6. Review of staff Counselling service and how it is promoted		
7. Implement case conferences to support staff returning to work and line managers manage		
8. e f(ma(e)018.482c-7	(5()1ddJ253c-7	(5(H.1 (f(ma)0.00151 (ew)050.004150. Tw 0 -a(p23.08.512-1t99Tc -h)4t)1

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility	
<u>Procurement and sustainability:</u>			1 10 sustainable risk assessments were complet-9.9 (e eohs5-0 7
1. Embed the use of Sustainable Risk Assessments (Value Wales) for all University tenders to ensure that equality and diversity issues are considered.	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.	Director of Procurement	
2. Embed equality into supplier's guidance document.	2. Equality advice provided in the University's Supplier Guide and available on the website.		
	<i>Progress will be 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>	Procurement Officer	

OBJECTIVE 2 AN EXCELLENT EDUCATION AND STUDENT

the CCAPS outcome measure, across the UK and the USA.

7. In collaboration with the North Wales Clinical Psychology Doctorate Programme an eight week Emotional Regulation Skills class was run. This provided a new and alternative form of psychoeducational work, with the primary focus of helping students with complex mental health needs manage distressing emotions and reduce the likelihood/ frequency of self-

EQUALITY ACTION

MEASURE OF

		<p><i>the training the year before, and we recommended that these students were returning the following academic year too.</i></p> <p>2. LGBTQ+ ²including:</p> <ul style="list-style-type: none"> - awareness training <i>This training ran for the second time this year and was successful. However (as above) It is likely, moving forward, that both training sessions will be delivered bi-annually at our Student Leadership Conference.</i> - The gender neutral campaign for toilets. <i>We have been working with the University to make the Main Arts toilets gender neutral and we are working to get a written agreement from the University that all new buildings will contain gender neutral toilets. A list is currently being compiled for where all the gender neutral toilets are.</i> - Out in Sport campaign to eliminate homophobia in sport <i>We have been working with our student groups to deliver inclusivity awareness training and promote the out in sport campaign. The LGBTQ+ society also delivered talks to our student groups during our leadership conference at the start of the year. We have rebranded our in Sport this year to be Pride in Sport, and will be moving the campaign forward over the next few months to include talks and further awareness raising.</i> <p>3. Work on the Mental Health Pledge around eliminating stigma in this area. <i>We have been working this year on numerous campaigns to end the stigma associated with mental health. We have run campaigns on</i></p>
--	--	--

EQUALITY ACTION	MEASURE OF SUCCESS	Responsibility	
<p><u>Widening Access</u></p> <ol style="list-style-type: none"> 1. Collaborate with Reaching Wider Partnership in work with Care Leavers. 2. Work with the Carers Trust and other agencies in reaching Young Carers, Young Adult Carers and Adult Carers. 3. Facilitate activities by academic schools in relevant equality community engagement work. 4. Promote the provision of the Miles Dyslexia Unit. 	<ol style="list-style-type: none"> 1. Increased activity in preparing care leavers for HE 2. Set up a one-day school and/or weekend activity as a pilot in N.W. Wales 3. Increased activity 4. Set up a series of workshops for schools and community groups 	<p>Head of Widening Access</p>	<p>Care Leavers: partnership work continued under the lead of NMWRWP. A Residential School is planned for the next academic year.</p> <p>Carers: partnerships have been further developed with Carer agencies, with the Head of WA now a member of several local external groups looking at provision for Young Carers, Young Adult Carers and older Carers.</p> <p>The WA Centre's work in promoting and facilitating activities in relevant equality community engagement work has continued, e.g. partnership working with GISDA on their LGBT agenda.</p>
<p><u>Reaching Wider</u></p> <ol style="list-style-type: none"> 1. Widening access to Higher Education for people living in Communities First and 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. 2. Alignment with partnership widening access planning, fee plans and strategic equality plans 3. Work to support widening access to Welsh medium HE including engagement with the Coleg Cymraeg Cenedlaethol³ 	<ol style="list-style-type: none"> 1. Nationally increased participation in HE of target groups 2. Clear alignment of NMWRP Strategy with the plans of Aberystwyth, Bangor & Glyndwr Universities 3. Increase in Welsh Medium opportunities & participation rates 	<p>NMWR</p>	

OBJECTIVE 3 ENHANCING RESEARCH SUCCESS

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

University Strategic Strategic priority 2: Enhancing Research Success

⁵ Athena SWAN - the Equality Challenge Unit's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

⁵ RCUK – Research Councils UK