

# EQUALITY OBJECTIVES ACTION PLAN 2018 – 2019

## Reporting of Outcomes, March 2019

### 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	MEASURE OF SUCCESS	OUTCOME
<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>Revised EIA forms and guidance is on the HR website, training is incorporated within the Equality for Managers half-day workshop.</p> <p>The requirement to undertake EIAs will be monitored by the Governance and Compliance Office as part of the Management of the Policy register.</p> <p>Where an EIA hasn't been completed this will be questioned, and where necessary the Policy Owner will be asked to complete this document prior to the Policy being put on the web.</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>1. A network of trained staff to be ks raine</p>		

<p>Embed equality across the three academic Colleges.</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 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>College Executive Teams/College Managers</p>	<p>3 College Equality Committees have been formed following the University's FSB restructure. Terms of Reference have been developed in line with the objectives within this Plan.</p> <p>4 In progress.</p> <p>5 In progress.</p> <p>6. This is undertaken in the University 'Welcome Programme'</p>
<p><u>Staff and student training</u></p> <p>Review the online equality training module for all staff and</p> <p>Continue with the Equality for Managers course.</p>	<p>1. Develop a new web page for equality training.</p> <p>2. Equality training for all staff (online) - continue to progress towards a 100% achievement by 2020.</p>	<p>Human Resources/Staff Development Team</p>	<p>1. In progress</p> <p>2. A total of 1636 staff have now completed the online equality training.</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/Human Resources</p>	<p>8. Tailored equality training has been provided to Student Union Sabbatical Officers as well as to Student Wardens.</p> <p>All staff and sabbatical officers have attended an equality and diversity training session and some have completed the online training. Equality and Diversity training was also included as part of the Student Leadership Conference in September.</p>
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Monitoring



	<p>4. Develop a workload allocation model with UCU and the Workload Allocation Task and End Group to support the current policy.</p>		<p>4 A Workload Allocation Group has been established with UCU representation and Heads of Schools. Draft academic workload tariffs have been identified and Policy and Guidance developed.</p>
<p><u>Disabled staff</u></p>			
<p>Review Policy to ensure appropriate support for disabled staff.</p>	<p>1. A reviewed and updated Attendance Management Policy published on our Website.</p>	<p>Human Resources/ Occupational Health/Staff Development</p>	<p>1. The new Absence Management Policy is completed and published, training currently being rolled-out.</p>
<p>Training for managers in managing absence and supporting staff.</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>2. Under development.</p>
<p>Review of the confidential Counselling Service (external provider).</p>	<p>4. Provision reviewed and alternative providers considered.</p>		

issues are considered.

requirements within the tender process, where appropriate.

2. Equality advice provided in the University's Supplier Guide and available on the website.

**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**





Further enhance Welsh Language provision for student mental health including the exploration of viable external Welsh Language resources.

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.

remainder coming from a total of 40 countries worldwide. 46.9% of clients disclosed a disability, and 36.5% stated that they had a mental health condition

In addition, the SMHSG student intern created an online (Microsoft Teams) space for collating and sharing relevant national data regarding student mental health. This will help to inform the creation of the new 'student led' mental health strategy in 2019 led by a steering group run by UNDEB, Student Services and academic staff.

3. Provision of counselling through medium of Welsh has been constrained by FSB. However, the counselling service has on





## Widening Access

Collaborate with Reaching  
Wider Partnership and in work  
with Care Leavers.

Work with the Carers Trust  
and other agencies in reaching





The University's Athena SWAN 2018 application highlighted the impact of actions that have been undertaken since 2014 towards increasing the number of women at senior levels and during the reporting period of the application (2014/15 - 2016/17):

- the number of female Senior Lecturers increased by 9

4. Develop policy and guidance to support Trans staff and students which will create an inclusive community for all trans people.

Human  
Resources/  
Student  
Equality  
Officer



Research Excellence  
Framework (REF)

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.

To ensure all University staff involved in the REF selection process are trained in equality awareness and promotion.

1. Bangor University is preparing for REF 2021 using a "Rolling REF" exercise. This is an administrative