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#### **Foreword**



Bangor University has continued to support and promote equality, diversity and inclusion since the last Strategic Equality Plan. To do this we have worked closely with staff and students to support our diverse community to deliver an outstanding student experience and excellent teaching and research.

Universities play an important role in progressing the equality agenda within Wales. We are fully committed to our responsibilities to deliver the general duties of the Equality Act 2010 and the duties specific to Wales. In particular the University is also committed to the objectives outlined in the Well-being of Future Generations Act (2015). We regard our commitment to equality and inclusion as being key to our long-term sustainability and success.

In developing our new equality objectives, we have reflected on our progress since the last Strategic Equality Plan. To this end we have consulted with staff and students about their views regarding equality in the University and what actions they wish to see implemented.

The Strategic Equality Plan 2020-2024 will be a basis for the University to continue to develop the equality agenda. It will be a catalyst for change as we embed our commitment to equality in everything that we do.

It is important to acknowledge that whilst we have made progress we know that we have work to do to promote Bangor University as a fair and inclusive place to study and work. It is for this reason that I am extremely pleased to present this Strategic Equality Plan as a key focus to deliver our commitment to equality at Bangor.

Professor Iwan Davies
Vice-Chancellor

# SUMMARY AND REVIEW OF THE STRATEGIC EQUALITY PLAN

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In this context our Strategic Equality Plan is set out under four Strategic Objectives:

#### Strategic Objective 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. To acknowledge this as an integral part of 'the way we do things' as a Sustainable University to contribute to 'a more equal Wales' and the UN SD Goals 5 and 10.

#### Strategic Objective 2 – Student-focused

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

This priority contributes to the WFGA goals of 'A more equal Wales' and 'A Wales of cohesive communities and a Healthier Wales'. It also contributes to the SD goals 4 (Quality Education), goal 5 (Gender equality) and goal 10 (reduced inequalities).

This priority is closely linked to the Teaching and Learning Strategy and the Student Experience strategy

#### **Strategic Objective 3 - Staff-focused**

To attract and retain staff in an inclusive and diverse workplace where everyone can thrive.

This priority contributes to the WFGA goals of 'A more equal Wales' and 'A Wales of cohesive communities and a Healthier Wales. It also contributes to the SD goals 4 (Quality Education), goal 5 (Gender equality) and goal 10 (reduced inequalities).

#### Strategic Objective 4 – Community and civic

Collaborate and engage with groups that have not traditionally engaged with the University.

This priority dovetails with the Civic Engagement Strategy and contributes to the UN SD goal 17 (Partnership for the Goals).

Further information on our Strategic Equality Objectives and priorities

## **WHO WE ARE**

Bangor

#### **THE EQUALITY ACT 2010**

As a Higher Education Institution (HEI) we are a public body and have statutory obligations under the Equality Act 2010.

The Equality Act 2010 came into force in the UK in October 2010 and places an equality duty on public sector bodies such as Bangor University (the 'general duty').

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review.

### USING INFORMATION, ENGAGEMENT AND ASSESSMENT OF IMPACT

Since our first Strategic Equality Plan we have identified and collected data from both staff, and students and data on potential staff and students not previously captured. For some protected characteristics, although information is requested it is

### **Strategic Objective 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.

#### **Priorities**

**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.

Strategic Objective 3 - Staff-focused						

#### **Strategic Objective 4** – Community and civic mission

Collaborate and engage with groups that have not traditionally engaged with the University.

#### **Priorities**

- **4.1)** Attract and retain students and prospective students from underrepresented groups, which may include students from less advantaged backgrounds and students with protected characteristics, carers and care leavers.
- **4.2)** Raise educational aspirations and develop skills which prepare students from underrepresented groups for higher education.
- **4.3)** Ensure our staff are trained and able to support students with a range of learning styles from all backgrounds.
- **4.4)** Obtain evidence through equality monitoring that our community engagement is representative of the National 2021 population census of Wales.
- **4.5)** The University will include community benefits in all relevant procurement contracts in line with the Wales Procurement Policy Statement.

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