



and discrimination at work and study.

Challenge”, presented by Marian Wyn Jones (Chair of Council) and Prof Nicky Callow. For IWD a “Women in STEM” online event - a collaboration between M-SParc and five Bangor University STEM projects: (DSP Centre, Smart Efficient Energy Centre, Centre for Photonics Expertise, Centre for Environmental Biotechnology and TrioSciCymru).

To raise awareness of **World Aids Day** red ribbon lights were projected on our Pontio

with an article in the Staff Bulletin. The SU worked with students to raise awareness about testing and sexual health.

The **LGBTQ+ network** continued to meet virtually throughout 2021, as most staff were working away from campus during this time. The network arranged an open lecture by School of History, Law and Social Sciences lecturer, Joshua Andrews, titled “Queering Scripture” on the relationship between queerneweenTf1 0 07rC04 Tf1 0 0 1 578.62 383

						<p><b>Black History Month</b> event - in September 2021 BU in conjunction with Race Council Cymru hosted an online event 'CELEBRATING THE FATHER OF BLACK PRESENCE IN NORTH-WEST WALES'.</p> <p><b>Disability</b> Services regularly sends 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 SU has introduced an inclusivity officer into all committees for clubs and societies and have hosted inclusivity training. The SU has held LGBTQ+ , Women's History Month and Inclusivity Awareness Month events.</p>
		1.1.2 Report and consider numbers of harassment, bullying, victimisation and discrimination cases – both staff and student.	HR. Student Services. Data from the Governance & Compliance Team. Equality Champions.	To be reported annually.	1.1.2a <del>DEMC</del> in the number of staff who feel they have been harassed or bullied at work in the Staff Survey.	

					full range of issues.	
		1.1.3 Revise and update the Dignity at Work and Study Policy and the role of Dignity Advisers.	HR Equality Officer. Equality Champions. Student E&D Officer.	During the academic year 2020/21.	1.1.3 Updated Policy published and promoted.	<p>1.1.3 Work has begun and Equality Champions consulted, but completion has been delayed to wait for the publications of two UUK reports around guidance on sexual violence prevention, and on data sharing (were expected to be published during 2021 but have been delayed). The new Policy will be ready in Spring 2022.</p> <p>In August 2021 Equality Champions, HR Equality Officer and Athena SWAN Manager were trained in Dealing with Disclosures of Sexual Violence. Equality Champions have replaced Dignity Advisers. Equality Champions details are listed on the HR Equality &amp; Diversity webpage.</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>
		1.1.4 Address areas identified in the Staff survey that demonstrate higher incidences of bullying or harassment than the average Staff Survey result and take appropriate action to address identified issues.	HR Staff Development	Staff surveys in 2022 and 2024.	1.1.4 Improvements in the staff survey outcomes every 2 years.	1.1.4 Staff Survey opening in February 2022.



		attended Equality for Managers training.	& Equality Officer). Heads of Schools and Directors.		an ongoing increase in training uptake.	and the Equality for Managers workshop was instead delivered online. 3 sessions were held during the reporting period, in March, June and December 2021, with another scheduled in February 2022. The workshop was revised in 2021 to include guidance on domestic violence, ethnicity and harassment and antisemitism.

		inclusion, through a tailored session.			and obtain feedback.	SU also shared an online training on tackling sexual harassment with all student leaders.
1.3	Ensure that equality is embedded in all our strategies and is a key consideration by decision-making groups across the University.	1.3.1 Review membership, diversity profiles and accessibility of decision-making groups including Council, the Executive and Senate on an annual basis (report within Annual Equality Report). Our Athena SWAN Action Plan notes that we are aiming for 50/50 gender balance and an improvement in the representation of other protected characteristics - see more detail in the <a href="#">Athena SWAN Action Plan</a> .	HR (Athena SWAN Manager). Executive. HR Equality Officer. The Executive.	By the end of March each year (first year March 2021).	1.3.1 An improvement in the diversity of members of key groups including Council, the Executive and Senate. Published in the Annual Equality Report each March.	1.3.1 There are some clear positives for 20/21: 50:50 gender balance of Senate (was 39% female (f) in 19/20) and Exec is 33% f (up from 30% f in 19/20). Overall, good gender balance across all Strategy groups (45% female). 29% of Heads of School (HoS) are female; while there has been a drop compared to 19/20 (36% f) it is a huge increase compared to 18/19 where only 7% of HoS were female. However, some numbers not quite going in right direction: Council was 43%f in 19/20 and has dropped to 32%f in 20/21.

equality in the  
Schools and  
Colleges.

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,



	people from protected groups and raise awareness of the Social Model of Disability.	characteristic & carers by School.				
		1.5.2 Review the data we collect to ensure we gather all the data we require on recruitment applicants, staff members, promoted staff and leavers by detailed protected characteristic & carers by College/School and Professional Services Department.	Planning. HR Projects & Systems Officer & Equality Officer. College Equality Committees.	Annual monitoring and reporting each March within the Annual Equality Report	1.5.2 Data gathering reviewed annually.	1.5.2 The Advance HE Guidance on the published in March 2021 was used to ensure the staff data we collect 230.05(t)g0 G[M]-3(ar)9

		definition of the Equality Act 2010.			of disabled students. Achievement of the Government-set KPIs for numbers of students in receipt of Disabled Students' Allowance.	
		1.5.5 Carry out an exercise with staff to explain why we gather information regarding protected characteristics, how it can help with diversity, who sees the data and how it is used.	HR Equality Officer & Staff Development. Equality Champions. LGBTQ Network.	Academic year 2021/22.	1.5.5 Improved staff disclosure rates, particularly for sexual orientation & religion, belief or non-belief.	1.5.5 The LGBTQ Network will be taking this action forward during 2022 in relation to sexual orientation information.
		1.5.6 Raise awareness of antisemitism and embed within our activities through training.				

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.	1.6.1 Development of a Health and Wellbeing Strategy for the University.	Health and Wellbeing Group.	2022	1.6.1 Improvement in health and wellbeing results in Staff Survey in areas of health and wellbeing and workload issues.	Our biannual staff survey closing date is 18 <sup>th</sup> March 2022, thus we do not have the data yet to explore possible improvements in health and wellbeing. Our health and wellbeing strategy has been developed and interventions are underway.
		1.6.2 Co-develop a relevant KPI for the Sustainability Strategy and the Healthy University Strategy as part of the newly established group.	Health and Wellbeing Group. Sustainability Officer. Student Services SU HR	2022	1.6.2 A decrease in instances of sickness absence.	This group has just been established and the action to co-develop a KPI has not yet been completed, it is anticipated it will be done before the end of 2022.
1.7	Continue to promote the use of Equality Impact Assessments to continue to improve uptake and quality to ensure informed decision-making.	1.7.1 Ensure all relevant policies and strategic initiatives are Equality Impact Assessed and accessible.	The Executive. Governance & Compliance. HR Equality Officer. Equality Champions. All managers. Trades Unions.	Ongoing.	1.7.1 An increase in the number of EIAs completed and published.	1.7.1 The completion of EIAs is now commonplace and widespread throughout the University. Some examples of completed EIAs during the reporting period include: The Bridging Funds Policy (to provide bridg





summer series of  
webinars.  
Accessibility  
threaded through  
webinar series.  
Webinars recorded  
and published on  
CELT's new  
Teaching









the School of Medical Sciences and the award will apply).

Athena SWAN Actions are in progress and ongoing.

A new APVC Equality & Diversity role is currently being advertised (January 2022) and one of the responsibilities of the role is to work on achieving the institution-wide silver award.



					groups / external organisations .	<p>The event 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 residence, UG/PG, UK or International.</p>
		<p>2.1.5 Series of staff workshops to ensure equality needs are flagged up appropriately. Sessions offered to raise awareness of the cultural diversity of the student population, welfare issues encountered by international students. Specifically including Tier 4 Visa regulations to ensure that academic progression / completion is not affected by visa complications.</p>	International Student Support	Ongoing.	<p>2.1.5 Feedback from Senior Tutors on staff confidence around being able to flag up welfare related matters appropriately and in signposting international students to the relevant support.</p>	Ongoing.

		2.1.6 Develop cultural awareness workshops for students to support awareness of cultural diversity and equality requirements.	International Student Support	Ongoing.	2.1.6 Uptake of workshops
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					<p>students to appropriate support.</p> <p>Satisfaction for students' mental health provision remains above 80%</p> <p>Increased student awareness of and engagement with the Student-led Mental Health and Wellbeing Strategy as measured through social media engagement.</p>	
		<p>2.3.2 Create a module that can be piloted to support students to build their resilience and look afon&gt;Tf1i&lt; 105.7</p>				

					Monitor engagement and levels of satisfaction.	
		<p>2.3.3 Getting help when it is needed:</p> <p>Easier access to therapy and Mental Health Support through a single point of access <a href="mailto:wellbeing@bangor.ac.uk">wellbeing@bangor.ac.uk</a></p>	Wellbeing Practitioners	Academic year 2021/22	Reduction in waiting times for 1 <sup>st</sup> appointment. Monitoring access to support: Drop in Appointment received on the day.	The single point of access to MH support has been live a number of months 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.
		2.3.4 Enhancing our Knowledge: Supporting Staff and students across the institution by providing 2x MHFA training workshops.	Mental Health Practitioners	Academic year 2021/22	Deliver of 2 x MHFA workshops receiving positive feedback.	Sessions are ongoing and very well received.
		2.3.1 3 iCan workshops to student leader groups and <a href="mailto:connect@bangor.ac.uk">connect@bangor.ac.uk</a> .	Wellbeing Practitioners	Academic year 2021/22	Delivery of 3 sessions, monitor attendance and feedback	Sessions have taken place.
2.4	Ensure there is diversity within the curriculum and academic					



	accessible and broadly focused so as to include all groups of people from all backgrounds and cultures and with all characteristics and identities.	diversity and inclusion into the process of curriculum design and review.	LGBTQ Network. College Equality Committees.			<p>and to ensure LGBTQ issues are included by way of authors/cases/research in their modules.</p> <p>The School of Health Sciences E&amp;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 mannikins, recognising and identifying signs and symptoms in those who identify as non-Caucasian and the language and examples used during teaching.</p> <p>Course representatives are included in validation and revalidation of programmes.</p>
2.5	Decrease the attainment gap between students from a BAME background and white students.			2023 and ongoing	2.5 The appointment of a new APVC for diversity and inclusion with enable work in this area for academic year 2022/23	While work has not yet begun, it has been



faced by students with diverse backgrounds, cultures and identities. Specifically address barriers arising from the timetable.

students for both during & post degree, including advice on associated visa regulations.

Continue to support and embed





		Senate and Strategy Groups.				
		3.3.2 Implement the actions of the Women in Leadership Report.	Athena SWAN Group. The Executive. HR (Staff Development). All senior staff.	Ongoing.	3.3.2 See the KPIs in the <a href="#">Women in Leadership Report 2020</a> .	Ongoing.
3.4	Continue to progress our action plan to reduce the Gender Pay Gap and expand our analysis to consider other protected characteristics.	3.4.1 Progress delivery of the <a href="#">Gender Pay Gap Report Action Plan</a> .	HR.	Annual reporting in the Annual Equality Report & Government portal.	3.4.1 A decrease in the median (and mean) gender pay gap.	3.4.1 Gender Pay Gap (snapshot date of 31 March 2021) is median 5.7 %, mean 13.7 % The previous years' figures are: (Snapshot date of 31 March 2020) - median = 7.2%, mean = 13.9%. (Snapshot date 31 March 2019) - median = 10.8% and mean = 18.8%.
		3.4.2 Continue to report the ethnicity pay gap.	HR.	From 2021 - published in the Annual Equality Report each March.	3.4.2 Benchmarking and future decreases in any ethnicity pay gap.	3.4.2 Ethnicity Pay Gap at institutional level is: <b>median</b> -1.7%, mean - <del>12.1%</del>

3.5	Continue to progress our Athena SWAN Action Plan.	3.5.1 Progress delivery of the <a href="#">Athena SWAN Action Plan 2018 – 2022</a>	Athena SWAN Manager & Athena SWAN Group. Heads of Schools. College Equality Committees. Directors of Professional Services.	Monitor via the BU Athena SWAN Group and the two application windows per year (April and Nov).	3.5.1 All Schools to have obtained an Athena SWAN award by 2023 BU to have achieved an Institutional Silver award by 2023.	<p>3.5.1 Seven Schools have Bronze awards (SOS, Psychology, Business, CSEE, SNS, SHES, Health Sciences).</p> <p>The Athena Swan Charter has recently undergone a major transformation following an independent review. The new criteria and processes were published on 30/06/21.</p> <p>Paper on new Charter and progress to Silver considered by the Executive in late 2021. The BU application for Silver award will be submitted end of March 2023.</p>
3.6	Improve Bangor University's visibility as an inclusive and supportive place to work and raise awareness of the support available.	3.6.1 Work on promoting this through our externally facing webpages.	Marketing, Communications & Recruitment.	Ongoing.	3.6.1 A published statement of support.	

	balance in line with sector leaders.	ensure student parents are not treated less favourable due to pregnancy or maternity).			parents via Undeb Bangor and University surveys.	
		3.7.2 Provide guidance and training on employee support policies available for managers.	HR.	Ongoing.	<div style="background-color: black; width: 100px; height: 15px; margin-bottom: 5px;"></div> 18ETQ452.59 41	



		tackle those issues.				
		3.9.2 Ensure the needs and work rights of EU staff members are met after Brexit.	HR.	Ongoing.	3.9.2 No reduction in numbers of staff from EU countries.	



	<p><b><i>NB: A new Civic Mission Strategy is currently being developed and additional information will be added to Strategic Aim 4 during 2021.</i></b></p>	<p>Money Week event in Semester 2 – targeted communications around budgeting and support. Increased offer of drop-in sessions during that week.</p>				
4.2	<p>Raise educational aspirations and develop skills which prepare students from underrepresented groups for higher education.</p>	<p>This is combined with our work to attract students from underrepresented groups. It is covered by our Fee and Access Plan and also links to our institutionally funded work to support the Reaching Wider Partnership as both the lead institution and a partner.</p>	<p>Department of UK Recruitment and Admissions, Reaching Wider Partnership</p>	<p>Ongoing</p>	<p>As detailed within the KPI's for the Fee and Access Plan. Also linked to the KPI's</p>	

	engagement is representative of the National 2021 population census of Wales.					Strategy, to be published by summer 2022. The strategy will have a strong focus on developing partnerships and relationships with a broad and diverse range of groups, projects and networks across north Wales and beyond, and will have equality at the core of its strategic priorities. The strategy will build on the strong community partnerships and projects already in place by the University, and will consider ways to engage and work with underrepresented groups.
4.5	The University will include community benefits in all relevant procurement contracts in line with the Wales Procurement Policy Statement.	Procurement Compliance	Procurement Team	From 2021/2022 and ongoing		Two contracts have implemented community benefits clauses within the last 12 months, namely the Measured Term Maintenance Contracts. The outcomes are predominantly linked to training, suppo.59 406.78 2po.o.59 40