



# Strategic Equality Plan

## 2024 2028

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## **SUMMARY AND REVIEW OF THE STRATEGIC EQUALITY PLAN**

This Strategic Equality Plan (SEP) sets out the approach Bangor University will take to eliminate discrimination, advance equality of opportunity and foster good relations amongst our staff, our students and the wider community over the next four years. The SEP details our role as it relates to our work as an employer and higher education provider to supporting and promoting equality of opportunity.

With this SEP we set out our commitment to providing the highest quality, sustainable environment for employment, research and study and to ensuring the wellbeing of our 2000 staff and 10,000 students. We aim to provide a safe, welcoming and inclusive environment for our staff, students and the community we serve.

We understand that our activities have economic, social, environmental and cultural impacts and that sustainable development is the process of improving well-being in all four aspects in accordance with the Well-being of Future Generations Act (Wales) 2015.

The challenge to secure equality and inclusion for all in higher education is one being faced by all Universities. It requires an examination of both culture and practice in order to identify and address complex problems and bring about the changes required to end disadvantage and discrimination.

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

**Strategic Objective 1 – Whole University**

To create an inclusive community that celebrates and promotes equality, diversity and inclusion and provides a safe and healthy environment in which everyone is treated with dignity and respect. We will provide equal access, equal rights, and equal justice to all. We will promote mutual regard for the rights and liberties of diverse people and their ideas, backgrounds, and approaches to the pursuit of knowledge and understanding.

To acknowledge this as

10.

**Strategic Objective 2 – Student-focused**

## **WHO WE ARE**

Bangor University was created as a direct result of a campaign in the late nineteenth century for higher education provision in Wales. Funds were raised by public subscription to establish a college of university rank in Bangor. An important feature of its foundation was the voluntary contributions made by local people, including farmers and quarrymen, from their weekly wages over a period of time.

The University was founded as the University College of North Wales. It opened its doors on 18 October 1884 in an old coaching inn on the banks of the Menai Strait



To evidence how they are meeting the general and specific duties, public bodies in Wales are required to develop and publish a Strategic Equality Plan at least every 4 years.

## **WELSH LANGUAGE**

Language Policy enables the University to achieve its strategic aim of being a bilingual organisation that contributes proactively to the development of the Welsh language and bilingual agenda in the University, the surrounding area, nationally and internationally. The policy also allows the University to implement the Welsh Language Standards placed on us by the Welsh Language Commissioner. Canolfan Bedwyr, a department within the University, publishes a Welsh Language Standards Report on its webpages annually.



## **POLICY AND STRATEGY CONSIDERATIONS**

This fourth Strategic Equality Plan. Over the course of the previous SEPs we have learned that an inclusive approach in line with the Public Sector Equality Duties is the most effective route to delivering long-term and sustained progress in achieving our equality objectives. Therefore, in

## **USING INFORMATION, ENGAGEMENT AND ASSESSMENT OF IMPACT**

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## STRATEGIC OBJECTIVES AND PRIORITIES

Strategic Objective 1 - <b>Whole University</b>	
To create an inclusive community that celebrates and promotes equality, diversity and inclusion and provides a safe and healthy environment in which everyone is treated with dignity and respect. We will provide equal access, equal rights, and equal justice to all. We will promote mutual regard for the rights and liberties of diverse people and their ideas, backgrounds, and approaches to the pursuit of knowledge and understanding.	
	<b>Priorities</b>
i.	Ensure that all our staff, students and stakeholders are aware of and actively engaged in the delivery of this Strategic Equality Plan.
ii.	Provide a safe environment, free from harassment, for all.
iii.	Create a Bangor University community that supports the positive mental health and wellbeing of our staff and students.
iv.	Ensure that equality, diversity and inclusion is embedded into the development of all our strategies and is a key consideration by decision-making groups across the University while continuing to promote the use of Equality Impact Assessments to improve the quality of decision-making.
v.	Strengthen the awareness of our leaders, decision-makers, managers and staff regarding equality, diversity and inclusion best practice. Achieve representative diversity in governance, management and leadership.
vi.	Increase accessibility for all across the University estate, both physically and digitally.
vii.	Review and improve the information we capture and hold regarding people with protected characteristics, including intersectional data, to enable informed decision-making and better understanding of the needs and obstacles people face.
viii.	Support good relations on campus and proportionate decision making in respect of free speech, harassment and discrimination, and in response to incidents.

**Strategic Objective 2 - Student Focused**

To provide all students with an inclusive, supportive and safe learning and living environment. We will champion and promote diversity and create a multi-cultural and bilingual community of tolerance, dignity and respect to provide students with an experience that is meaningful and purposeful. We will continue to work towards the elimination of discrimination and advancing equality of opportunity.

<b>Priorities</b>	
i.	Attracting students improve our visibility as an inclusive and supportive place to study, ensuring we provide a diverse representation of the University as a place to study to prospective students to demonstrate our diversity e.g. at open days.
ii.	Developing and providing i



