BANGOR UNIVERSITY EQUALITY I MPACT ASSESSMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions¹ in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

of the

policy on groups with protected characteristics as outlined by the Equality Act 2010.

EQUALITY GROUPS:				
Age	Disability	Gender Re-	Pregnancy and maternity	Welsh Language
		assignment		
Race	Religion and belief	Sex	Sexual orientation	Contract Type
Marriage and				

Note It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

Policy Name or Title: -

civil partnership

Code of Practice 09: Policy and Code of Practice on Student Recruitment and Admissions (Admissions Policy)

¹ Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

About the Policy:	
What is the purpose of the Policy?	Bangor University aims to provide a positive experience to everyone that enquires about studying at the University and / or applies for a place on a University programme. The purpose of this Code of Practice therefore, is to set out the
	admission of students at the University. It also describes the principles and processes followed by the University for recruiting, selecting and admitting new students. As such, this document is the overarching policy on recruitment, selection and admissions at Bangor University.
Who is responsible for the Policy?	Head of Admissions.
strategic priorities?	Our Values
Which Groups are stakeholders in the	Central recruitment teams.
Policy?	Central admissions team / staff. Devolved school / college recruitment and admissions teams staff.
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies	Enquirers.
to.	Applicants.

Have the following been considered? (requirement of the Public Sector Equality Duty)			
Could any elements of the Policy	The purpose of the Code of Practice is to ensure that there is a fair, transparent and consistent		
be directly or indirectly	process in place for enquirers and applicants.		
discriminatory?			
Could the Policy be used to	The University is committed to providing equality of opportunity for all applicants, students and		
promote diversity and equal	staff, irrespective of age, disability, ethnicity, gender, religion, belief or sexual orientation. This		
opportunities?			

August 2019 Revision

Monitoring			
What quantitative or qualitative data is available to advise the Policy?	Quantitative data can be sourced from anonymised applicant statistics held by BU and/or UCAS to inform discussions / decisions if necessary. The Code of Practice is supported by the Enquirer / Applicant Complaints procedure to receive and manage any qualitative issues. Any complaints received and their handling are reviewed and findings / recommendations fed into the relevant task groups for action if necessary.		

Consultation	
What Groups have been consulted in drafting the Policy?	The Recruitment and Admissions Task Group (RATG) is responsible for the approval and amendment of this Code of Practice.
How has consultation taken place?	Regular meetings of the key stakeholders (who constitute the RATG) meet regularly throughout the year and records are kept. Any staff member can highlight issues and suggest changes to the Code of Practice at RATG.
How has consultation informed the development of the Policy?	Issues raised at RATG would be captured into draft updates and then formally considered for update / amendment to the Code of Practice for RATG approval.

Implementation	
How will the Policy be implemented?	The RATG is responsible for the approval and amendment of this Code of Practice.
	The Code of Practice is available online at www.bangor.ac.uk and also in print upon request.
Who will be responsible for the implementation of the Policy?	The Head of Admissions is responsible for managing the Code of Practice.