

SWANSEA UNIVERSITY STRATEGIC EQUALITY PLAN 2016-2020

1. FOREWORD

Swansea University recognises that it has a major role to play in promoting equality of opportunity which is wholly compatible with, and contributes to, the achievement of its mission.

Our mission:

To provide an environment of research excellence, that is world-leading, globally collaborative and internationally recognised;

To deliver an outstanding student experience, with research-led and practice-driven teaching of the highest quality to produce graduates educated and equipped for distinguished personal and professional achievement nationally and internationally.

To use our research strength, collaboration with industry and global reach, to drive economic growth, foster prosperity, enrich the community and cultural life of Wales and, contribute to the health, leisure and wellbeing of its citizens. In pursuit of our ambition we will strive to provide a working and learning environment that utilises all our talent and enables all staff and students to fulfill their personal potential.

We aim to provide an inclusive institutional culture where differences are shared and valued and where discrimination is challenged and eliminated.

In order to achieve these aspirations we must consider the needs of all recipients of higher education provision, in shaping policy, in delivering services, and in relation to our own employees. To this end, The Strategic Equality Plan 2016-2020 will be a key tool for leaders and managers and it must continue to be a catalyst for real change in the way that the University conducts its work, and the way that policy and services are designed and delivered.

Swansea University operates to a defined set of Professional Services Core Values where we take pride in being professional, working together and delivering a personalised and positive experience. Commitment to these values at Swansea University supports us in promoting equality and valuing diversity.

We regard this document as part of our continuing effort to provide high quality education to the widest possible constituency. This Strategic Equality Plan will contribute toward a society that enables people to fulfill their potential no matter what their background or circumstances, including their socioeconomic background and circumstances. Our Strategic Equality Plan aims to ensure that the necessary efforts are made to deliver systemic change. Equality of opportunity and fostering respect is a central aim of Swansea University and I commend this Strategic Equality Plan as part of the university's overall commitment to equality.

SIGNED VICE CHANCELLOR

2. SWANSEA UNIVERSITY – WHO WE ARE

The University's foundation stone was laid by King George V on 19 July 1920 and 89 students including eight female students enrolled that same year and was the UK's first campus university. Today the university provides a first class education and experience for over 15,000 students, and employs in excess of 3000 staff, across 6 academic Colleges and sited across two campuses – the Singleton Park Campus and the new Bay Campus, which opened in 2015.

Ranking in the UK Top 10 for Student Satisfaction (NSS, 2015), the University offers hundreds of degree schemes in a variety of subject areas and is now positioned in the UK Top 30 in the 2014 Research Excellence Framework League Table where it had a third of all research judged as 'World Leading' (the top rating).

Swansea University was voted 3rd for 'University of the Year' in the WhatUni Student Choice Awards 2015 and 1st in 2014. We have a 5-star rating for teaching quality (from QS Stars global university ratings system) and we are also listed as one of the UK's Top 15 Universities for Graduate job prospects, with 94% of Graduates in employment or further study within 6 months of graduating.

3. THE EQUALITY ACT 2010

General Equality duties (UK wide)

The Equality Act 2010 came into force in October 2010. It places an equality duty on public sector bodies such as Swansea University. In the exercise of its functions, a public body must have due regard to the need to:

- **Eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited under the Act;
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it; and
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The general duty covers the following protected characteristics: Age, Disability, Gender reassignment, Pregnancy and maternity, Marriage and civil partnership (in respect of the requirement to have due regard to the need to eliminate discrimination), Race, Religion and belief, Sex and Sexual orientation.

Public Sector Equality Duties (Wales)

The public sector equality duty in Wales came into force in 2011. The specific equality duties in Wales were guided by four principles: **the use of evidence, consultation and involvement, transparency** and **leadership**.

The aim of the public sector equality duty is to ensure that public bodies 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 to achieve better outcomes for all.

To meet the specific duties, Welsh public sector organisations, including Swansea University need to:

- create an evidence base relevant to their functions
- engage staff, students and other people
- assess the impact of policies and practices
- develop pay difference objectives
- develop equality objectives
- report on compliance with the duty and
- embed equality into all functions.

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.

Welsh Language Measure

The principle of equality of treatment of Welsh and English is addressed in the University's Welsh Language Scheme, in line with the aims of the Welsh Language (Wales) Measure 2011 and via its planned systems and procedures to ensure compliance with the forthcoming Welsh Language Standards.

4. STRATEGIC EQUALITY OUTCOMES

Our first Strategic Equality Plan recognised that particular emphasis needed to be placed on collecting and developing our evidence base in order to take forward specific work in an informed way. To ensure that we addressed each protected characteristic we developed objectives against each separate protected characteristic, one each for students and staff. Whilst we believe this was the right approach to take at the start of our journey, we now believe that a high level strategic outcome approach based around common themes will drive us forward to 2020. This strategic plan will have key themes which will be supported by high level objectives and corresponding timely delivery plans. This fluid approach will enable us to continue to embed our current commitments whilst at the same time allow us to respond to emerging priorities.

Through consultation we have defined four Strategic Equality Outcomes:

- 1. As a consequence of eliminating discrimination, advancing equality of opportunity and fostering good relations amongst the diverse staff and student groups the University will have achieved external recognition and/or accreditation through Athena Swan**

awards; Race Charter Mark awards; Stonewall Workplace Equality Index; and Disability Standard awards.

- 2. As a consequence of removing barriers to fair and meritocratic appointment and promotion the University will have a high performing workforce drawn from the widest pool of talent available.**
- 3. As a consequence of removing barriers to fair and meritocratic appointment and promotion the University's high performing workforce will be characterized by gender equality in terms of pay, conditions and reward.**
- 4. As a consequence of removing barriers to achievement for students with protected characteristics or disadvantaged as a result of socio economic background or other circumstances, the University will achieve external recognition for providing an excellent student experience.**

5. EQUALITY OBJECTIVES

The following objectives and steps will enable us to make progress towards achieving each of our strategic outcomes.

Outcome 1: As a consequence of eliminating discrimination, advancing equality of opportunity and fostering good relations amongst the diverse staff and student groups the University will have achieved external recognition and/or accreditation through Athena Swan awards; Race Charter Mark awards; Stonewall Workplace Equality Index; and Disability Standard awards.

Key milestones and objectives

- Athena SWAN College of Engineering Bronze Award – April 2016
- Athena SWAN College of Arts & Humanities Bronze Award – November 2016
- Athena SWAN College of Human & Health Science Silver Award– November 2016
- Athena SWAN Silver Institutional Award – April 2017
- Race Charter Mark Bronze Institutional Award – July 2017
- Athena SWAN College of Science Silver Award – November 2017
- Athena SWAN College of Law Bronze Award – April 2018
- Athena SWAN School of Management Bronze Award – November 2018
- Athena SWAN Medical School Silver Award renewal – November 2018
- Disability Standard Bronze Institutional Award – December 2019
- Stonewall Workplace Equality Index top 10 – July 2020

Outcome 2: As a consequence of removing barriers to fair and meritocratic appointment and promotion the University will have a high performing workforce drawn from the widest pool of talent available.

Key milestones and objectives

- Proportional submissions to the Research Excellence Framework (REF) 2020 for members of staff by the protected characteristics of gender, race and disability
- Gender balanced Council governance structures - by 2020
- A balanced workforce that is inclusive of all protected characteristics- by 2020
- All key appointment, selection and promotion decision makers to have undertaken unconscious bias training - by 2018
- Introduction of an annual staff survey aimed at identifying any barriers to staff reaching their full potential by protected characteristics – by 2017

Outcome 3: As a consequence of removing barriers to fair and meritocratic appointment and promotion the University's high performing workforce will be characterized by gender equality in terms of pay, conditions and reward.

Key milestones and objectives

- Gender balanced outcomes from annual academic promotions cycles
- Gender balanced appointment panels for academic and professional services staff – by 2020
- Annual action plans arising from monitoring of gender, race and disability pay gaps
- Implementing gender neutral recruitment literature and role definitions commencing 2016, by 2020.

Outcome 4: As a consequence of removing barriers to achievement for students with protected characteristics or disadvantaged as a result of socio economic background or other circumstances, the University will achieve external recognition for providing an excellent student experience

- Identify and reduce the Swansea University student attainment Gap for UK domiciled BME students to at least 3% below the Welsh national average (12%) – April 2020
- To be the highest rated university in Wales in the Stonewall Good University Guide
- Ensure there is equality of outcome for students of all protected characteristics within the Step4Excellence and subsequent programmes

- Ensure an equal and inclusive experience for students of all protected characteristics through the appropriate satisfaction surveys, planning for and taking action where required – commencing 2017
- Provide an annual programme of appropriate events and engagement activities to promote good relations between people of different religious faiths/no faiths across campuses – commencing 2016

6. PROMOTING THE GENERAL EQUALITY DUTY

This section details the ways in which Swansea University works as an organisation to promote the general duties of the legislation, including eliminating discrimination, harassment, and victimisation; advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

Performance Enabling & Training

In order to promote knowledge and understanding of both the general and Welsh Specific Duties amongst Swansea University employees, we will continue to:

- Provide equality and diversity training for new staff beginning employment with us as part of an induction process. There is a mandatory requirement for all staff to undertake an on line equality training package. Staff are able to access effective equality impact training and information on their roles and responsibilities under equality legislation. Equality and diversity training is provided for line managers and those making selection decisions. We also deliver appropriate training to HR staff, procurement staff and Council members.

Equality Impact Assessment

- We will continue to assess the likely impact of the work we do for its effect on people who share protected characteristics. Utilising standard documentation assessments are undertaken by policy holders and or those with responsibility for practice/procedure. Those reports that identify adverse impact are published in the University's Equal Opportunities Annual Report.

Relevant Equality Data

- We are required to periodically identify relevant information that we hold and also collect information that we do not hold. During the life of the previous Strategic Equality Plan (2012 – 2016) significant attempt

was made to begin capturing data that previously had not been held. This data is now being routinely captured, however for some of the protected characteristics it may be a number of years before the data is significantly robust to rely on for accurate monitoring.

Engagement and consultation

In order to inform this new Strategic Equality Plan we have engaged and consulted with:

- Staff of all protected characteristics
- Students of all protected characteristics
- Students Union
- Trades Unions

We have done this via:

- Staff focus groups
- Student focus groups
- Staff surveys
- Student surveys
- Staff quantitative data
- Student quantitative data
- Benchmarking data such as Census and Equality Challenge Unit data
- University Equality Committee
- Athena SWAN representatives
- Race Charter Mark and staff network representatives
- Disability Working Group representatives
- LGBT+ Staff Network members
- Faith provision representatives

MONITORING AND REPORTING

Progress made against the objectives in this Strategic Equality Plan will be monitored by the University Equality Committee that meets 3 times per annum. This committee reports directly to Management Board, then to Council. Progress will be documented and published in the University's Equal Opportunities Annual Report which is then published on the University web pages by the April of each year.

Action plans relating to achievement of the above can be found at the links below:

- [Stonewall Workplace Equality Index](#)
- [University Athena SWAN Silver Application](#)
- [College of Engineering Athena SWAN Bronze Application](#)
- [College of Human and Health Sciences Athena SWAN Silver Application](#)
- [Medical School Athena SWAN Silver Application](#)
- [Equal Opportunities Annual Report 2016-2017](#)
- [Gender Pay Action Plan](#)