

# Swansea University

## Strategic Equality Plan

### 2020-2024

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## Introduction

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Swansea University has been at the cutting edge of research and innovation since 1920. We have a long history of working with business and industry but today our world class research has a much wider impact across the health, wealth, culture, and well-being of our society. We have achieved an extraordinary level of success in recent years, and as we approach our centenary we look forward to a bright future.

Swansea University will celebrate its Centenary on July 19th 2020. This unique occasion in the University's lifetime not only presents an opportunity to celebrate the University's achievements and journey over the past 100 years but is also a time to focus on the future.

The University Strategic Plan encompasses 20 centenary commitments. A number of these commitments have synergy with the intent of this Strategic Equality Plan. Some of these areas include improving the student experience, widening participation and a commitment to provide a safe and inclusive environment that improves diversity and enables all of the University community to fulfil their potential.

At Swansea University we recognise the importance of embedding equality and diversity and aim to ensure that equality is at the heart of everything that we do.

During the period of our previous plan, we were delighted to have been recognised as being successful in gaining a number of equality related charters including a Silver Athena SWAN University level award (gender) and a top 50 position in the Stonewall Workplace Equality Index. We aim to replicate similar progress in other equality areas. With this recognition comes responsibility, and in the context of a climate undergoing considerable change, we are committed to ensuring the equality and diversity agenda is given a high priority. We will proactively work together with our stakeholders to deliver on our equality priorities, eliminating all forms of barriers and discrimination, and creating inclusive working and learning environments. We understand that people's identities and social positions are shaped by multiple factors, creating unique experiences and perspectives. Intersectionality is therefore an increasing topic of consideration for the University. In the coming years, we aim to further explore intersectionality through our involvement in the various equality charters.

We aim to provide an environment of research excellence, with research that is world-leading, globally collaborative and internationally recognised; Deliver an outstanding student experience, with research-led and practice-driven teaching of the highest quality that produces global graduates educated and equipped for distinguished personal and professional achievement; 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. Our [University Strategic Plan](#) contains further information.

Swansea University provides a first-class education and experience for over 20,000 students, and employs in excess of 4000 staff, across 8 academic Colleges.

The University is positioned in the UK Top 30 of the Research Excellence Framework League Table. It has a gold rating in the national Teaching Excellence and Student Outcomes Framework (TEF), and has a 5-star rating for teaching quality.



# 1: THE EQUALITY ACT 2010

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## General Equality Duty

The Equality Act 2010 came into force in October 2010 and it places an equality duty on public sector bodies such as Swansea University. In carrying our functions, we 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, Race, Religion and belief, Sex and Sexual orientation, Marriage and Civil partnership (in respect of the requirement to have due regard to the need to eliminate discrimination).

The University Strategic Plan encompasses 20 centenary commitments. A number of these commitments have synergy with the intent of this Strategic Equality Plan. Some of these areas include improving the student experience, widening participation and a commitment to provide a safe and inclusive environment that improves diversity and enables all of the University community to fulfil their potential.

### **Welsh Language Standards**

As a University we are committed to the [Welsh Language Standards](#) and have additional actions in place to promote and facilitate the use of the Welsh language.

## 2: ENGAGEMENT AND CONSULTATION

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



We have done this via:

<b>STUDENT SURVEYS</b>	<b>UNIVERSITY EQUALITY COMMITTEE</b>	<b>LGBT+ STAFF NETWORK MEMBERS</b>
<b>STAFF SURVEYS</b>	<b>RACE CHARTER MARK AND STAFF NETWORK REPRESENTATIVES</b>	<b>FAITH PROVISION REPRESENTATIVES</b>
<b>ATHENA SWAN REPRESENTATIVES</b>	<b>DISABILITY WORKING GROUP REPRESENTATIVES</b>	<b>STAFF QUANTITATIVE DATA</b>
<b>BENCHMARKING DATA (SUCH AS CENSUS AND ADVANCE HE)</b>		<b>STUDENT QUANTITATIVE DATA</b>

Other relevant information that we have used to inform the Strategic Equality Plan includes (*but is not limited to*):

- ◆ Equality and Human Rights Reports, including 'Is Wales Fairer? 2018' and 'Tackling racial harassment: Universities challenged (2019)'
- ◆ Legislative drivers such as the Wellbeing of Future Generations (Wales) Act 2015, and the Socio-Economic Duty, within the Equality Act 2010
- ◆ Welsh Government Reports
- ◆ HEFCW reports and Strategic Equality Plan 2020-2024
- ◆ Internal Strategies

### 3: STRATEGIC EQUALITY OUTCOMES

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This Strategic Equality Plan adopts an outcomes focused approach, systematically embedding equality into each of the processes underpinning our plan. We have ensured that our outcomes are aligned to the strategic direction of the University and are informed by the consultation and involvement outlined in section 2. This approach will enable us to continue to meet our current commitments whilst at the same time allow us to respond to emerging priorities.

Through consultation and external research, we have defined nine Strategic Equality Outcomes, and their associated objectives and success measures. The steps that we will take to achieve the outcomes below can be found in the Action Plan document [here](#).

#### Outcome 1:

**Ensure fairness in pay with regards to gender, ethnicity and disability, by reporting on and reducing the identified pay gaps.**

Objectives and Overall Success Measure:

- ◆ Gender: To reduce the current mean gender pay gap by 2 percentage points by 2024
- ◆ Race: To identify the current mean and median ethnicity pay gap using the same methodology as used to calculate the gender pay gap (Gov.uk)
- ◆ Disability: To identify the current mean and median disability pay gap using the same methodology as used to calculate the gender pay gap (Gov.uk).

**Key drivers:**

Equality Act 2010, Is Wales Fairer 2018 Report (Theme – Employment). Internal pay MI for gender. Community engagement outcome. Socio Economic Duty in Wales. Athena SWAN Silver Action Plan and Athena SWAN Silver application 2021, Race Equality Charter, University Strategic Plan 2020, Welsh Government's Strategic Equality Plan, External MI from Higher Education Statistical Report 2019, University Equality Plan 2016-2020.

## Outcome 2:

### Promote and improve a culture of dignity and respect for all by increasing awareness of reporting of bullying and harassment.

Objectives and Overall Success Measure:

- ◆ Staff and students demonstrate an increased awareness of policy in relation to Dignity at Work and Study.
- ◆ Staff and students report an increased confidence in the reporting of bullying and harassment

#### Key drivers:

University Culture Survey, Equality Act 2010, Is Wales Fairer 2018 Report, (Theme – Justice and Personal Security) EHRC Race Enquiry 2019. University Strategic Plan 2020 (Strategic Enabler 15 -We will provide a safe, inclusive, and supportive environment that upholds our commitment to improving diversity and enables people to fulfil their potential). Fee and Access Plan 2019/2020. HEFCW reports and Strategic Equality Plan 2020-2024

## Outcome 3:

### An Improved Diversity of Representation on University Governance Committees

Objectives and Overall Success Measure:

- ◆ There is a 50/50 gender balance on Council University committees, where this has not been achieved so far
- ◆ Increase the % of Black Asian and Minority Ethnic (BAME) Council members to 10%, reflective of the local area.

#### Key drivers:

Is Wales Fairer 2018 Report (Theme 7, Participation), Athena SWAN, and Race Equality Charter, Welsh Government Gender Equality Review 2018, Internal MI, Community engagement outcome. HEFCW reports and Strategic Equality Plan 2020-2024



## Outcome 4:

### Attract and recruit diverse and quality leaders who fulfil our leadership values and behaviours

Objectives and Overall Success Measure:

- ◆ Over the 4 year period, for all PVC, Director and Heads of College roles, 50% of those appointed are female.
- ◆ Over the 4 year period, for all PVC, Director and Heads of College roles, 15% of those appointed are BAME.
- ◆ Over the 4 year period to increase the % of LGBT+ Professors to 2.4%.

**Key drivers:**

Is Wales Fairer 2018 Report, Athena SWAN, and Race Equality Charter, Stonewall WEI, Welsh Government Gender Equality Review 2018, Internal MI, Community engagement outcome.

## Outcome 5:

### To develop a diverse, high quality academic and professional services workforce

Objectives and Overall Success Measure:

- ◆ Higher success rate of all applicants to academic promotions at all levels, specifically a higher success rate for female academic and BAME academics
- ◆ Gender: To reduce the current mean gender pay by 2 percentage points by 2024

**Key drivers:**

Is Wales Fairer 2018 Report, Athena SWAN, and Welsh Government Gender Equality Review 2018, Internal MI, Community engagement outcome.

## Outcome 6:

### To attract and recruit a diverse high quality academic and professional services staff that share our ambition

Objectives and Overall Success Measure:

- ◆ Numbers of female Professors increased to sector benchmark
- ◆ To increase the success rate for BAME applicants at appointment, to make this comparable to white applicants.

#### Key drivers:

Is Wales Fairer 2018 Report, Athena SWAN, Welsh Government Gender Equality Review 2018, Internal MI, Community engagement outcome.

## Outcome 7:

### Excelling achievement for students from all ethnic backgrounds

Objectives and Overall Success Measure:

- ◆ The degree awarding differential for BAME students is reduced.

#### Key drivers:

UUK Attainment Gap Pledge, Race Equality Charter, NSS, Athena SWAN, Is Wales Fairer Report 2018, Socio-Economic Duty, Internal MI. HEFCW reports and Strategic Equality Plan 2020-2024

## Outcome 8:

### Delivery of an innovative and collaborative CONNECT programme aimed at students to promote positive and healthy behaviours

Objectives and Overall Success Measure:

- ◆ To embed wellbeing into the culture of our institutions, creating a connected community with trained staff and students (“Connectors”), enabling a shift to a whole university approach supporting mental health and wellbeing.

- ◆ To establish a sustainable preventative model of delivery that is flexible and meets the differing needs of partner institutions, and, changes in student wellbeing needs over time.

**Key drivers:**

Welsh Government well-being and health related strategies, HEFCW, the Well-being of Future Generation Act (2015). The Equalities Act, The Violence Against Women, Domestic Abuse and Sexual Abuse Act (2015). Socio-Economic Duty. Internal MI. Community Engagement. HEFCW reports and Strategic Equality Plan 2020-2024

## Outcome 9:

### Centenary curriculum commitment will be embedded by 2024

Objectives and Overall Success Measure:

- ◆ The six dimensions of the Centenary Curriculum will be embedded to the highest standard within all programmes to develop the Swansea Graduate.

**Key drivers:**

University Centenary Plan, Welsh Government well-being and health related strategies, HEFCW, the Well-being of Future Generation Act (2015). The Equalities Act, The Violence Against Women, Domestic Abuse and Sexual Abuse Act (2015). Socio-Economic Duty. Internal MI. Community Engagement. HEFCW reports and Strategic Equality Plan 2020-2024

The steps that we intend to take to meet all of our equality outcomes (including gender pay and relevant timescales) can be found in [here](#).

## 4: PROMOTING THE GENERAL EQUALITY DUTY

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The following information 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 and unconscious bias training for new staff as part of the induction process. All staff are afforded the opportunity to access training and development relevant to their roles and responsibilities. This is facilitated through the Professional Development Review process, or self-service. Each year the University promotes an active equality calendar of events, covering a range of protected characteristics. These events aim to foster good relations and promote understanding between individuals of differing protected characteristics.

### **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, decision makers and/or those with responsibility for practice/procedure. Those reports that identify adverse impact will be published in the University's Equality 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. This data is routinely captured and reported on in the University Equality Annual Report.

### **Monitoring and Reporting**

Progress made against the objectives in this Strategic Equality Plan and the effectiveness of the related actions will be monitored and reviewed by the University Equality Committee that meets 3 times per year. Using internal and external data sources to measure impact, progress will be shared with the University senior governance, and will be documented and published in the [University's Equality Annual Report](#) which is available on the University web pages by April of each year

For further information, support or feedback regarding the Strategic Equality Plan,  
please contact [equalopportunities@swansea.ac.uk](mailto:equalopportunities@swansea.ac.uk)