



Aberystwyth University Strategic Equality Plan 2024-2028



The Strategic Equality Plan is a key supporting plan that underpins the core University Strategic Plan.

Our purpose is to foster an inclusive, bilingual learning and working community which is free from discrimination, harassment and victimisation where all our staff and our students (our "community"):

- Feel welcome and a sense belongingness.
- Are included and supported to reach their full potential.

- Are respected and valued to be their full authentic self.

In doing so, equality, diversity and inclusion (EDI) initiatives should support our wider strategic priorities of: Student Recruitment, Student Experience and Retention, Research Excellence and Impact (inc REF), and Financial Sustainability.

"We believe that creating an inclusive environment means providing everyone, no matter who they are, with equal access to opportunities, and removing cultural barriers in the form of discrimination and intolerance."

We will focus on our three key 'Inclusion' themes of:

| **Visibility**

| **Diverse Community**

| **Development**

Our Strategic Mission values guide our approach:

Transformational

providing a supportive, empowering, and enriching experience for our students.

Creative and innovative

valuing creativity in all and continually updating our knowledge, practice, and professionalism to enhance the student experience.

Inclusive

celebrating our diverse culture, by enabling, encouraging, and valuing everyone's ongoing journey of continual improvement.

Ambitious

striving to always deliver the highest quality experience that prepares our students for their graduate futures.

Collaborative

by working together as a community with our partners to build lasting relationships that achieve our shared ambitions.

Where are we now?

We have set good foundations in our EDI work, and recognise we need to drive further cultural change, building on our areas of best practice to lead, promote and embed this across the university.

Our aim is to ensure we have a culture of openness and respect in which barriers to employment and learning are identified and removed. We want our community to feel safe and valued, and to achieve their full potential

for the benefit of the individual, the organisation and wider society. Students and staff must see it as their responsibility to act with inclusivity in all work and learning practices. We want to truly embed EDI across all areas of the University whereby it is central to everything we do. Using a data-led approach alongside the voice of our staff and student community to build a culture of inclusion. A University community where we all play our part, be accountable and take ownership of creating an inclusive environment where everybody belongs.

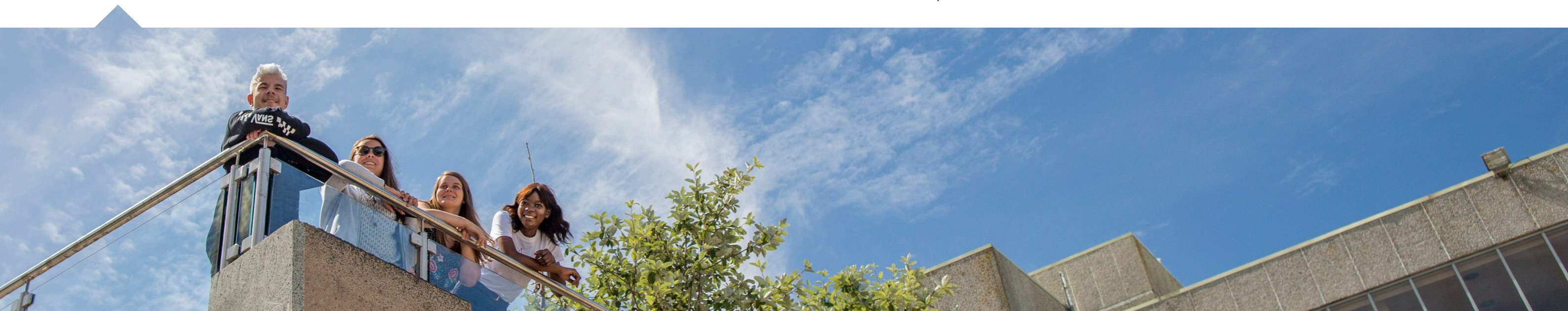
Evidence base

Our evidence base tells us that we are under-represented particularly in the areas of gender equality of our senior academics, and ethnicity across our student and staff body. These will form the focus of this Plan. The objectives and actions for this plan have been formulated through:

- Consultation meetings with staff and students and analysis of diversity and equality data in relation to our University community.
- Welsh Government's Anti-Racist Wales Action Plan and LGBTQ+ Action Plan for Wales.
- Health and Wellbeing strategy.
- University's Athena Swan Bronze award action plan.

- University's Race Action Plan and Race Equality Charter development work.
- Welsh Language and Culture Sub-strategy.
- Research and Innovation Strategy 2019-2024.

During the coming year several key strategic plans, including the University Strategic Plan, Health and Wellbeing Strategy and the Research Strategy are due to be reviewed, and Equality, Diversity and Inclusion will be at their core. It has therefore been agreed to present our actions for the next year, and to then update this Strategic Equality Plan to ensure it is aligned and embedded within others.



1

Visibility

Governance and leadership that will raise awareness of EDI in all its forms.

- Develop a 'know your staff, know your students' campaign to provide 'live' EDI data for Departments and Faculties.
- Ensure that equality, diversity, and inclusion is embedded within Executive leadership with designated responsibility.
- Deliver Anti-Racism and Cultural Awareness training for Senior Leaders as part of the wider leadership programme.
- Work in partnership with the Students' Union on an anti-discrimination and anti-harassment campaign for our community
- Develop and embed a university-wide Inclusion Calendar to promote a variety of events and activities across a range of protected characteristics.
- Submit a Bronze Award Application to the AdvanceHE Race Equality Charter.



2

Diverse Community

Create an inclusive and supportive working and learning environment.

- Data-led approach to positive action initiatives and targeted marketing initiatives to increase representation and diversify the staff and student body.
- Publish staff profiles to champion and celebrate diversity in job roles - particularly promoting gender diversity in senior roles.
- Promote and strengthen the reporting and support provision for bullying and harassment within the community.
- Build positive links with community faith leads and to review the Spirituality and Faith provision on our campuses.
- Establish a Disability and Wellbeing forum for the community.
- Guidance and support for staff on ways they can approach 'Diversifying the curriculum'.
- Develop inclusive language guidance for the community.



3

Visibility Diverse Community

Ensure there is equality and an inclusive approach to university policies and processes in both physical and digital environments.

- Monitor and review policies, reward and recognition programmes and recruitment and selection processes to ensure they are fair, transparent and that all staff are treated equitably.
- Update the University Wellbeing and Inclusion campus map.
- Review Equality Impact Assessment process and embed within university project planning and decision-making.
- Work with the Procurement team on mapping how University values and Equal opportunities are embedded in contract award and management.

4

Development

Strengthen the EDI Training and mentoring programme.

- Develop a new mentoring and reverse mentoring programme for staff members belonging to minority groups.
- Increase completion rates on Diversity in the Workplace, Unconscious Bias and Anti-Racism training for all staff and embed as part of a new-starter induction process.
- Deliver Cultural Awareness, Bystander Intervention, Trauma-informed University, and Neurodiversity training and resources for staff to raise awareness of barriers and to play an active role in creating an inclusive and respectful environment.
- Introduce Violence Against Women, Domestic Abuse and Sexual Violence training and Suicide Prevention training for staff and students.

5

Development Diverse Community

Closing staff pay gaps.

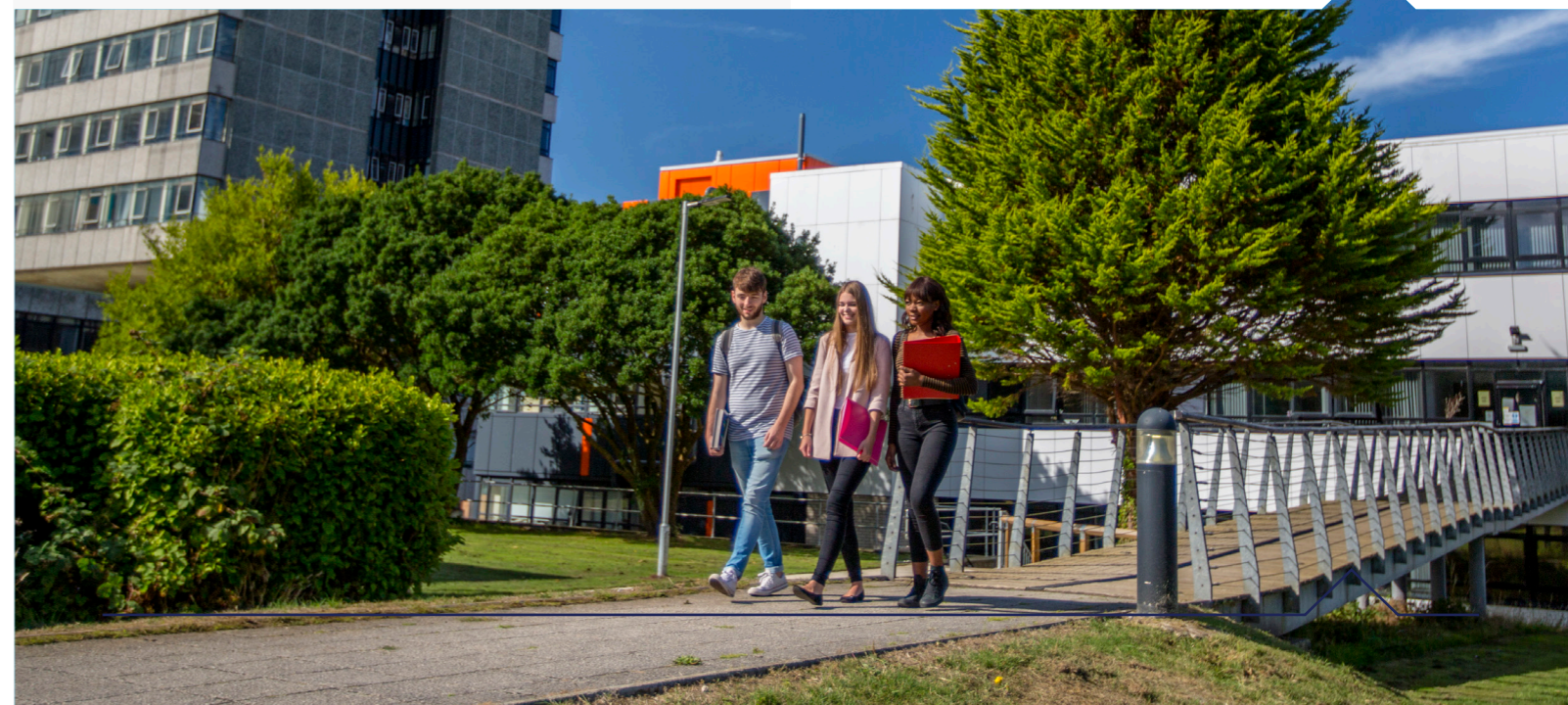
- Identify the Ethnicity Pay Gap and publish alongside the Gender Pay Gap.
- Identify any additional support and guidance required for staff to apply for Academic Promotion and during internal or external grant funding programmes.

6

Development Diverse Community

Closing student attainment gaps.

- Review our approach to reporting and addressing differential student attainment and retention for some protected characteristic groups.
- Continue to develop and expand 'Career readiness support' which supports students who face barriers to employment.



7

Development

Diverse Community

Nurture an inclusive
Research culture and
environment

- Develop guidance and support for staff wishing to move between Teaching and Scholarship, Teaching and Research and Research only contracts.
- Review the Workload allocation model, performance expectations and priority setting for teaching and research commitments.
- Review policy on research leave to ensure that all staff have equality opportunities.

Progress on the annual priority actions will be monitored at the EDI Strategic Oversight Group meetings and included within the Annual Equality Report. Future priority actions will be agreed with key stakeholders, relevant data analysis and ongoing consultation with staff and students to ensure EDI is embedded across the University and its strategic plans.





This document can be made available in a range of formats, e.g. hard copy, braille, large print, etc.

Should you or someone you know require this in an alternative format, please contact Dylan Jones dej20@aber.ac.uk

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