Key developments in the 2021 – 2022 academic year include:

Diversity on boards and senior groups

There are some clear positives for Bangor University in 2021/22 in terms of female representation. We achieved gender balance of our Strategy group membership of 51% female, 49% male, and our Executive Group remained as 33% female, up from 30% in 2019/20. Our Heads of Schools are almost gender balanced with 44% female heads and 56% male; in 18/19 only 7% of our Heads of School were female. Our Digital Strategy Group

female representation in 2020/21 and this has now increased to 31% female

During the 2021 – 2022 academic year 12 new Associate Pro Vice Chancellor roles were created to lead on programme areas such as Diversity & Inclusion, Health & Wellbeing, Sustainability etc. Of these 12 roles,

Embedding equality and sharing good practice

We continue to review and develop our inclusive recruitment practices to ensure we both encourage and support a diverse range of talent and protect against bias in our processes. This year we have agreed trialling anonymous application across our professional services, to consider building in bias check ins for interview panel members, and considering what positive action measures may be needed to support our work around reducing the gender pay gap and increasing female representation in

reporting period we introduced an additional step of monitoring all male short-lists when drawn from a mixed gender pool of applicants.

We have built on our suite of equalities-based learning and development opportunities, in particular focusing on equipping our managers

Bangor University currently holds Bronze Awards at both an institutional level and across 6 of our schools. Following an independent review in the last academic year, Advance HE revised the Athena Swan Charter and our three remaining schools will be applying for awards under the transformed Charter. Building on our achievements at school and institutional level, we have been continuing our work towards institutional Silver Athena Swan award application during 2022/23 and the remaining three schools are now

In 2022 Prof Morag McDonald was appointed to the newly introduced role of Associate Pro Vice Chancellor (APVC) for Diversity and Inclusion and Dr Thandi Gilder was appointed to a newly introduced role of Learning and Teaching Development Leader for Diversity and Inclusion in CELT (the Centre for the Enhancement of Learning and Teaching). Both roles were funded by Welsh Government and since 2022 have been leading and supporting implementation and siiementation

We continue to support female colleagues in attending Advance HE's Aurora leadership programme,

programme since 2020 when Bangor University initially funded places. We currently have 7 participants

A Menopause Working Group was formed in January 2022 with stakeholders across the University, focused on improving the support

and Health & Wellbeing webpages were reviewed and content updated, a Menopause Guidance document was

place to host awareness raising sessions and pilot a Menopause

How do we implement the Strategic Equality Plan and promote and embed equality and diversity across the University?

To do this, a number of groups across the University review progress against the action plan and work to address

1 August 2021 - 31 July 2022

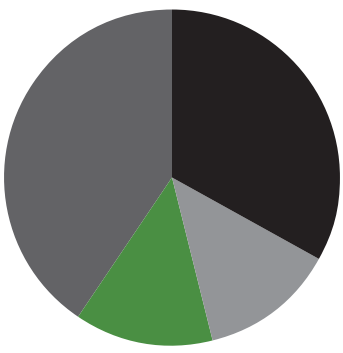
Average age in years = 43.8

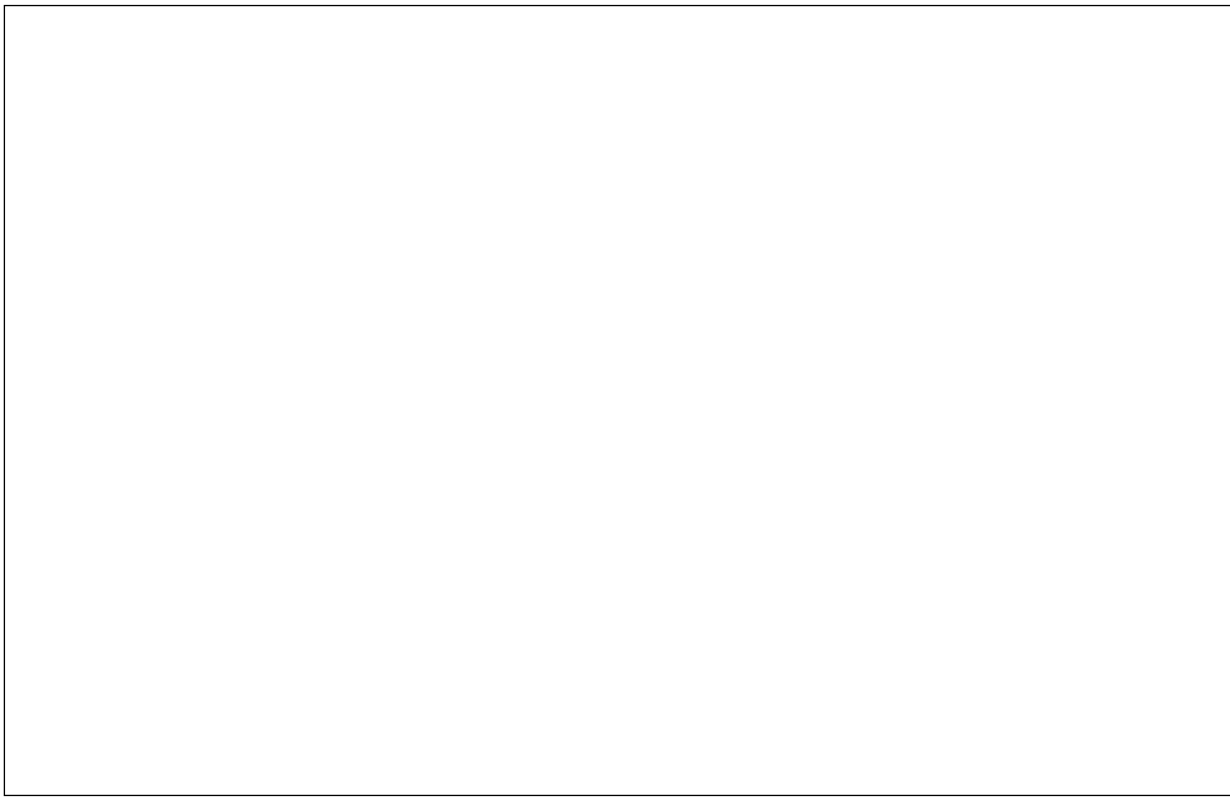
Male = 44.5

Female = 43.4

86.7% not disabled (2037)

2.6% prefer not to say (60)





10

Disabled	**Full-time**	
	Part-time	5.7%
		5.0%
Information	**Full-time**	
Refused	**Part-time**	1.3%
		1.2%
	Full-time	
disability	**Part-time**	51.6%
		35.1%

14
Disability by job type in %

Disabled	**Academic**	2.9%
	Professional	0.9%
	Research	1.3%
	Support	5.7%
Information Refused	**Academic**	0.6%
	Professional	0.1%
	Research	0.3%
	Support	1.5%
disability	**Academic**	29.8%
	Professional	12.0%
	Research	11.5%
	Support	33.3%

15
Disability by contract type in %

		53.0%
disability	**Fixed-term**	33.7%
Information		1.5%
Refused	**Fixed-term**	1.1%
Disabled		5.4%
	Fixed-term	5.3%

*There are a number of issues inherent in grouping individuals into larger categories. The data presented in this report does not allow for a more nuanced or in-depth understanding of the participation and outcomes of students from sub-groups within each ethnic group presented. BAME stands for Black,

recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. We recognise the limitations of this acronym, particularly:

- homogenous group
- the acronym's function as a label to describe minority ethnic groups of people, rather than identities with which people have chosen to identify
- the perception that BAME refer only to non-white people, which does not consider white minority ethnic groups.

rather than redact small numbers, we have grouped

of our Race Equality Charter work we are currently considering alterative terminology.

19

Ethnicity by contract type in %

BAME	**Fixed-term**	5.0%
		2.9%
Information Refused	**Fixed-term**	0.2%
		0.6%
White	**Fixed-term**	34.8%
		56.4%

25
Gender by job type in %

Academic	**Female**	18.4%
	Male	14.9%
Professional	**Female**	8.3%
	Male	4.7%
Research	**Female**	6.7%
	Male	6.4%
Support	**Female**	26.3%
	Male	14.2%

- The majority of females at the University are employed in support roles (26.3%). The highest number of males by job type are spread between both academic and support roles (14.9% and 14.2% respectively).

26
Gender by permanent or

Photographs of three students who received Equality & Diversity Scholarships in 2021 - 2022.

Three ‘Equality & Diversity Scholarships’ were awarded to exceptional Bangor University 2021 graduates. L-R: Eddie Cox, Mae Bernard and Thea Moule.

The scholarships, which cover the full course fees, will enable these talented and enthusiastic students to continue their studies and the recipients of these scholarships are now enrolled in postgraduate courses at Bangor.

Eddie Cox, 21, from Manchester, is studying for an MA in Celtic Archaeology in the School of History, Law and Social Sciences. Eddie said, “Having experienced how incredibly disheartening discrimination within academia can be, I am passionate about creating an academic environment which is welcoming and inclusive. Bangor University has been very supportive of EDI issues in my

18 84

Recruitment

30

All applicants by gender ('The sex you identify with') in %

Male	46.6%
Female	50.0%
Do not wish to answer	3.0%
Other	0.5%

33

All applicants by ethnicity in %

BAME	24.7%
Do not wish to say	5.0%
White	70.2%

Application Status

Closed
Hired
In Process
Invitation
Declined

accepted

approved

declined

47
All leavers by gender in %

Female	63.6%
Male	36.4%

48
All leavers by gender and reason for leaving in %

Reason for leaving	**Female**	**Male**	**Total**
Dismissal	0.3%	0.0%	0.3%
	24.7%	18.6%	43.4%
Redundancy	1.1%	0.0%	1.1%
Resigned	29.5%	17.6%	47.1%
Retirement	1.6%	0.5%	2.1%
Retirement (early)	0.5%	0.3%	0.8%
Retirement (ill health)	0.5%	0.0%	0.5%
Settlement Agreement	0.3%	0.8%	1.1%
Voluntary Redundancy	2.1%	1.6%	3.7%
Total	**60.6%**	**39.4%**	**100.0%**