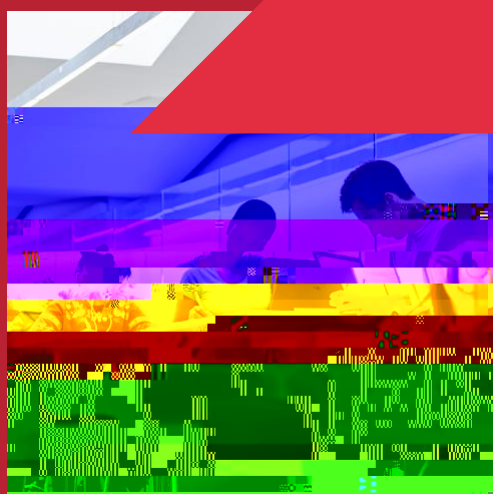
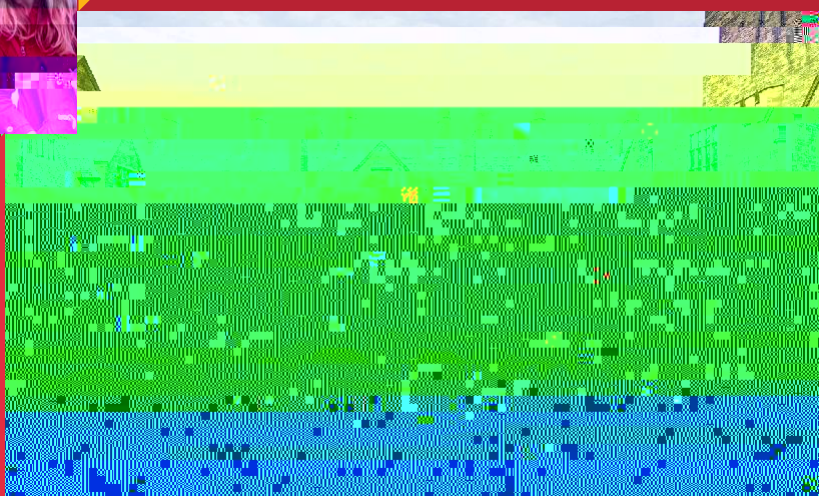


# ANNUAL EQUALITY REPORT PUBLISHED 03/2019

Data reporting period:

The academic year:  
01/08/17 31/0718



*BEYOND*

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# Executive Summary

This has been a year of consolidating our previous work as we approach the end of our current Strategic Equality Plan (2016 – 2020) and prepare to develop a new Strategic Equality Plan. We continue to embrace and value the diversity of our staff and students and strive to provide a safe, welcoming and inclusive environment.

We remain fully committed to the Equality Act 2010 and to undertaking action under the Public Sector Equality Duties (PSED) as defined within the Act. This Annual Report outlines our successes up to and during the past year, our performance in regulatory areas, and our continued commitment to the quality agenda.

Key successes and points of note include:

Bangor University was awarded a Bronze University Athena SWAN award in April 2018.

The launch of our Equality Champions network and the establishment of College Equality and Diversity Committees.

Development of a policy and guidance to support Trans staff.

Further embedding of Equality Impact Assessments into policy development

# Introduction

Founded in 1884, Bangor University has a long tradition of academic excellence and a strong focus on the student experience. Around 11,000 students currently study at the University with approximately 2,000 staff based within its three Colleges and nine Professional Service Departments.

We are a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for our varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience we provide for our staff and students

As a Higher Education Institution (HEI) we have statutory obligations under the Equality Act 2010.

The Equality Act 2010 ( ).

The aim of the **general duty** is to ensure that public authorities 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.

Public bodies are required to give due regard to the need to:

1. **eliminate** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and those who do not
3. **foster** good relations between people who share a protected characteristic and those who do not.

The **general duty** covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race including ethnic or national origin, colour or nationality
- Religion or belief including lack of belief
- Sex
- Sexual orientation

It applies to marriage and civil partnership, but only in respect of the requirement to eliminate discrimination in employment.

In addition to the **general duty**, there are **specific duties** in Wales that are set out in the Equality Act (Statutory Duties) (Wales) Regulations 2011.

This report presents information on the diversity profile of all Bangor University staff employed during the 2017 – 2018 academic year. The information it provides will



staff, the Colleges and Departments and the Equality and Diversity Task Group by helping to disseminate equality information across the University and communicating relevant staff concerns to the Task Group and the Colleges/Departments.

Equality Champions contribute to the development work in the area of equality and





## Race

White	1974	93.8%
BME	114	5.4%
Information refused	16	0.8%

# Age

## Age ranges

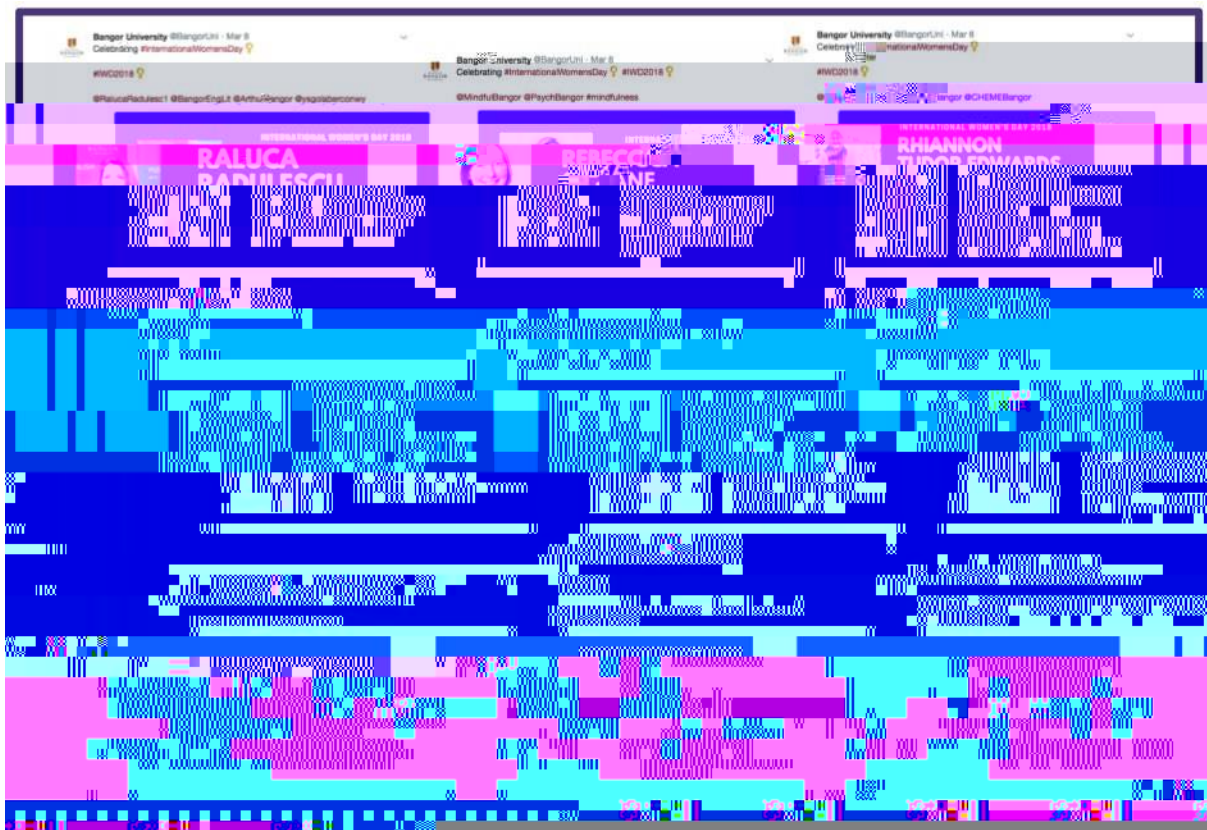
There is very little change in the percentage of staff in different age groups since the previous report although it is interesting to note that the workforce is gradually growing older.

The average age in our staff population has increased slightly from 43.68 years in the 2018 report to 43.8 years in this report. The Office for National Statistics (ONS) says that in Wales, *-64 is projected to decrease by 81,000 (4.2 per cent) between 2016 and 2041. The number of people aged 65 and*

The highest proportion of our staff (27.9%) are in the age bracket 45 54







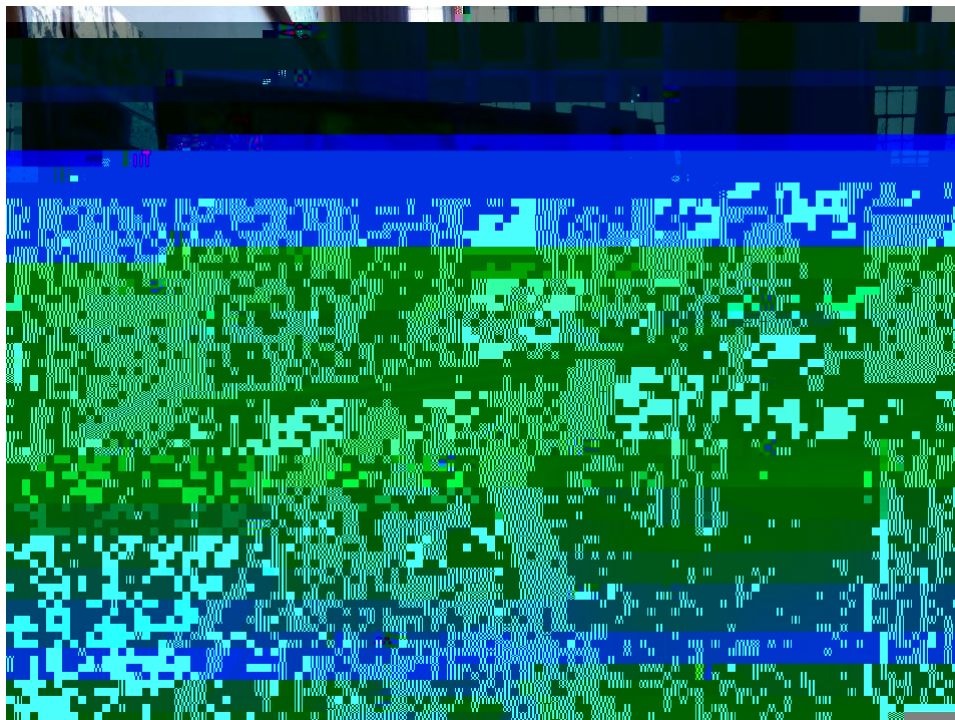
Prof Jo Rycroft-Malone (chair of the Athena SWAN Task Group) led a twitter

2018









International Day of Disabled Persons

## Race/ethnicity

across HEIs in the UK (9.4%) however; this percentage is higher than HEIs in Wales. (4.1%). In terms of the local context: the 2011 census showed that 4.5% of residents in Gwynedd council area were from BME backgrounds.

In terms of grade and contract type and full- and part-time employment there has been little change to the percentage of BME staff since 2013 during. Since 2013 the figure has fluctuated between 5% and 6%

In terms of considering race in terms of gender for academic staff a BU Athena SWAN study over the last three years demonstrate that the percentage of female BME academics was lower than the proportion of male BME academics during this period. The number of unknown/withheld was very low (approx. 1%) which is positive in terms of our ability to monitor trends in this area.

The number of staff members from the EU has continued to decrease slightly again from 7.58% in 2017, to 6.9% in 2018, and 6.8% in 2019.

### All staff

White	1974	93.8%
BME (black and minority ethnic)	114	5.4%
Information refused	16	0.8%

### Race by gender

	<b>Total</b>		
<b>White</b>	1192 (56.7%)	782 (37.2%)	1974 (93.8%)
<b>BME</b>	60 (2.9%)	54 (2.6%)	114 (5.4%)
<b>Information refused</b>	7 (0.3%)	9 (0.4%)	16 (0.8%)
<b>Total</b>	1259 (59.8%)	845 (40.1%)	2104





# Gender

Despite comprising the majority of staff working in UK higher education, women remain under-represented among academic staff, staff in SET subject areas and in senior management roles. This is the case across the University and across UK HEIs. With a larger proportion of women than men working in professional and support roles, worked part-time, on fixed-term contracts, and in lower salary bands.

The total percentage of female staff in the University is 59.8% which is higher than the UK HEI figure of 54.2% and the Wales HEI figure of 54.6%

The highest number of females are in grades 6, 7 and 8. From grade 9 upwards there is a mixed picture, in that in senior academic grades there are more males than females, however, for senior professional staff there is an equal number of males and females.

In terms of professorial staff, in the last annual reporting period we had 33 female professors (30% of all professors) and 77 male professors (70%). The percentage has narrowed slightly since the reporting period in which there were 30 female professors and 81 male professors. In comparison to the current period 75.4% of professors in the UK were men.

The majority of women at the University are employed in support roles (27.9%). The highest number of men by job type are spread equally between both academic and support roles (15.1% in each).

## Of all 2104 staff

Woman	1259	(59.8%)
Man	845	(40.1%)



## Gender by full time or part time

**Full time**

**Part time**

**Total**





# Equal Pay Audit and Gender Pay Gap

Our Gender Pay Gap Report is published on our website and can be found [here](#).

Information about our Equal Pay Audit is published on our website and can be found [here](#).

*HEIs are required to return data relating to Religion & Belief, Sexual Orientation and Gender Reassignment on an optional basis only. Currently Advance HE only reports on collection and monitoring rates. As the data is currently voluntary to return we do not yet have a national demographic picture of the HE staff population in relation to these characteristics for comparison.*

## **Religion and belief**

No rel df
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# Equality Objectives for the Year Ahead

1. Our Strategic Equality Plan runs from 2016 – 2020 and during the next 12 months we will be engaging with staff, students and external stakeholders to gather their views to help us formulate that Plan and consider areas where the University can improve for people across all protected groups. The new SEP will be published in April 2020
2. Our Gender Pay Gap report, section 5, comprises an ongoing action plan to reduce the gender pay gap.
3. Bangor University is facilitating the establishment of an LGBT Network for staff and post-graduate students. The first meeting to be held on 22 February 2019
4. We