# Strategic Equality Plan
## 2024-28

## Foreword

Cardiff Metropolitan University delivers professionally recognised degrees, together with impactful research and innovation, in art and design, business and management, education, sport and health sciences, and technologies and engineering.

We can trace our history back to 1865, when the School of Art first opened in the Old Free Library in Cardiff. We currently employ around 1,900 academic and professional services staff and have 13,000 students studying across our two campuses: Llandaff Campus and Cyncoed Campus.

As a listed body in Wales under the Equality Act 2010, the University is required to draw up a Strategic Equality Plan at least every four years. The Plan sets out how we aim to meet our commitment to equality and how we will meet legal obligations contained within the Equality Act 2010.

Furthermore, the Well-being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. While Higher Education Institutions may not have this duty upon them, we recognise the significant role universities play in shaping the long-term future of Wales contributing to the seven national well-being goals. Whilst some of the well-being goals specifically relate to equality, we recognise that through the implementation of our Strategic Equality Plan, and the intersectional nature of our objectives, we will be able to contribute significantly to all well-being goals.

The development of this plan not only allows us to be held accountable to meet our legal obligations but allows us to highlight our equality ambitions going forward as a Higher Education Institution, building on the foundations of our previous plans.

**Professor Julia Longville**
Chair of Equality, Diversity and Inclusion Committee
Dean for Cardiff School of Education and Social Policy

## Commitment

Cardiff Metropolitan University is committed to promoting equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination. To make the most of our talent, we need our students and staff to reach their potential by working effectively with our teams and partners on and off campus to deliver an exceptional service for all of our people.

We will use our diverse backgrounds to enhance professional knowledge, bring challenge and new perspectives to what we do on campus. This will help us build capability and support our students and staff. Organisations that embrace equality, diversity and inclusion deliver better results, more motivated staff, increased recognition from its partner organisations and greater innovation.

All learning, teaching, research and innovation staff play an important role in embedding equality, diversity and inclusion. We are building a community that is free from discrimination and unfair treatment. We do this by:

- treating all students and staff fairly;
- creating an inclusive culture for all students and staff;
- fostering a culture of belonging;
- ensuring equal access to opportunities to enable students to fully participate in the learning process;
- enabling all students and staff to develop to their full potential;
- equipping students and staff with the skills to challenge inequality and discrimination in their work and study environment;
- making certain that any learning materials do not discriminate against any individuals or groups;
- ensuring policies, procedures and processes do not discriminate.

## Strategy 2030

Cardiff Metropolitan is a progressive university. We make economies more prosperous, societies fairer, cultures richer, environments greener and communities healthier. In partnership with our students, staff and stakeholders we transform individual lives, Wales and the wider world through high-quality, high impact education informed by our cutting-edge research and innovation.

Our **Strategy 2030**, focuses on enabling our students, staff and partners to fulfil their life chances and those of the communities and economies they belong to. To enable this, we aim to embed our four values and four behaviours within our university community.

| Values | Behaviours |
|---|---|
| 1. Creativity | 1. Leadership |
| 2. Innovation | 2. Courage |
| 3. Inclusivity | 3. Accountability |
| 4. Trust | 4. Agility |

Recognising the intersectionality of factors that exclude from education and the benefits and impacts of education, we will continue to tackle discrimination. We will continue to break down cultural barriers, making our community more inclusive and representative of those we seek to serve. We will develop our people to reflect our diverse communities, investing in building the skills and attributes needed to work equitably with individuals and groups of all backgrounds in Wales, the UK and globally.

## Our Strategic Equality Plan 2024-28

*Our vision is:*

*Cardiff Met aims to be a place where all members of our community feel welcome and included to achieve their potential.*
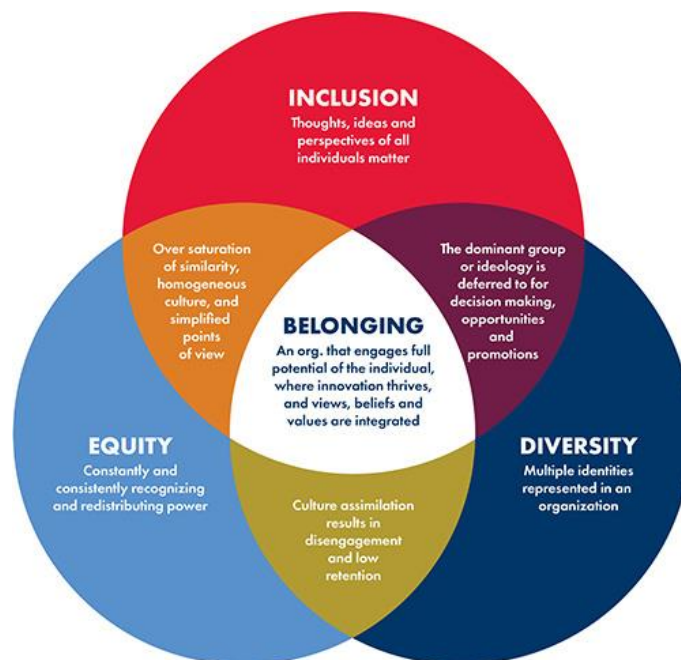
Building on the foundations laid by our previous plan, this Strategic Equality Plan 2024-28 will challenge the University across all areas and activities, placing equality, diversity and inclusion at its centre.

The University will enable our leaders to provide strategic and active leadership to teams across the University so that we can deliver sector-leading outcomes for our students, fostering an institutional culture and environment in which everyone can achieve their full academic and professional potential.

A data-driven approach will be adopted, underpinned by a focus on data quality to ensure that robust and accurate data is available to inform priorities and demonstrate impact.

As well as challenging and holding the University accountable, the Strategic Equality Plan will seek to identify synergy with our Strategy 2030 alongside its enabling and thematic strategies and their KPIs as well as local, regional and UK wide EDI priorities.

Our Strategic Equality Plan 2024-28 has been built around the central theme of belonging that will help us achieve our aspirations. We will strive for a university which reflects our community, champions fair decision-making and promotes innovation. A place where people feel they belong and where they can achieve their full potential.



**INCLUSION**
Thoughts, ideas and perspectives of all individuals matter

Over saturation of similarity, homogeneous culture, and simplified points of view

The dominant group or ideology is deferred to for decision making, opportunities and promotions

**BELONGING**
An org. that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

**EQUITY**
Constantly and consistently recognizing and redistributing power

**DIVERSITY**
Multiple identities represented in an organization

Culture assimilation results in disengagement and low retention

Source: Krys Burnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 21, 2019

## Our Equality Objectives 2024-28

Our Equality Objectives take influence from the priorities defined by the Equality and Human Rights Commission (EHRC), the expectations of the Higher Education Funding Council for Wales (HEFCW) and findings from internal, University-commissioned research. Our Strategic Equality Plan is informed through consultation with students, staff and the wider community and is a continuation of work from previous Strategic Equality plans.

Five overarching objectives were identified:

**1**

**Objective 1:** Take a people-centred approach, understanding the needs of our diverse community and placing this at the forefront of the design and delivery of University functions.

- Support greater inclusion and access to education.
- Ensure our student and staff experience delivers an empowering, culturally diverse and inclusive educational environment.
- Investing in our Postgraduate, Post-Doctoral and Early Career Researchers.
- Support the development of knowledge and skills to allow members of our University community to achieve their ambitions.
- Embedding accessibility and adopt and operate through a lens of the Social Model of Disability.
- Creating integrated data resource to track the student journey and to develop wider staff data literacy to access and use this data.

**2**

**Objective 2:** Promote and embed Equality, Diversity and Inclusion within University decision making.

- Review and establish an appropriate structure to embed EDI at the heart of the decision-making process and policy.
- Continue to impact assess policies and plans, while also taking account of student and staff Health and Well-being.
- Enhance our relations with our University community, ensuring their voices are heard and involved in the decisions that affect them.
- Support the implementation of the Board of Governors EDI Plan.

**3**

**Objective 3:** Promotion and development of a safe, supportive and fair environment.

- Take account of issues of intersectionality when considering how we support our diverse staff and student populations.
- Ensure ongoing collaboration and sharing of sector best practice relating to Health and Well-being.
- Build on our ongoing Athena Swan and Race Equality Charter work, supporting the implementation of relevant university-wide action plans.
- Support the delivery of the Welsh Government Anti-racist Wales and LGBTQ+ Action Plans.
- Continue to strengthen preventative approaches to tackling violence, harassment and abuse of staff, students and visitors, in all its forms, regardless of identity.
- Reflect the diversity of our communities we serve both locally and nationally and support their needs by promoting the Welsh language and culture.
- Continue to develop a vibrant and inclusive programme of opportunities to enhance integration between home and international staff and students.
- Support and build upon our University of Sanctuary status.

**4**

**Objective 4:** Lead the way as an inclusive and diverse Higher Education Institution and employer

- Continue to develop and enhance our equality data and make data-driven decisions.
- Publication of appropriate EDI Pay Gap information and utilising sector best practice to address identified issues.
- Continue to assess the ongoing impacts of coronavirus on members of the Cardiff Met community and implementing support where appropriate.
- Provide learning and development that is accessible, relevant, engaging and informed by strategic workforce planning and talent development
- Reflect the diversity of our communities we serve both locally and nationally.
- Monitor and support the implementation of the recruitment transformation project, specifically the new e-recruitment system to ensure a more efficient and inclusive process.

**5** Objective 5:  Engaging our Community

- Increase our collaboration with partners and our local community.
- Align with the regional Reaching Wider partnership to deliver courses in the community and on campus to raise aspirations and promote progression to Higher Education.
- Work with our community to deliver a range of community-focused events that uses the full breadth of university experience that will underpin our commitment to diversity, freedom and cultural awareness.

The actions which fall under each of the overarching objectives are outlined in more detail within the Operational Action Plan, illustrating our ambitions as we move forward into this new period, placing EDI at the centre of our activities.

## How we developed our equality objectives

To develop our equality objectives within the Strategic Equality Plan, we undertook a consultation and engagement exercise to allow our University community to inform and develop the plan and its associated objectives.

The primary form of consultation was via an accessible survey which was communicated via internal channels and networks. The University EDI Committee also played a significant role in the shaping of the objectives.
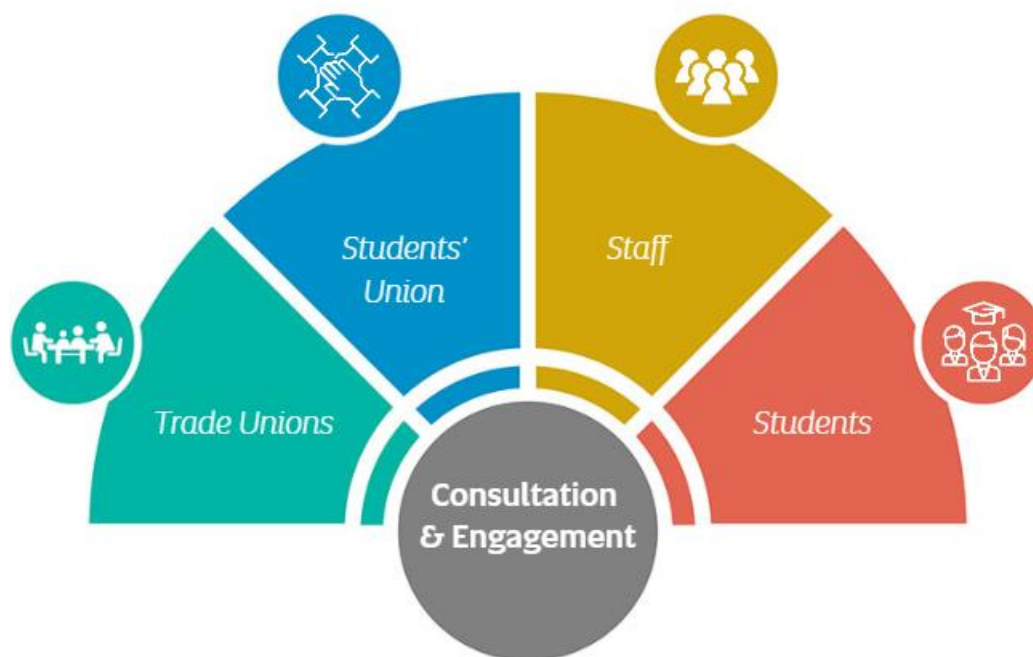


Consultation and engagement has also been done via:

- Pulse Survey 2022

- University EDI Committee

- Board of Governors

- Trade Unions

- Benchmarking Data (Census and HESA)

- Focus Groups and Listening Circles

- Staff and Student Interfaith Working Group

- Athena SWAN Representatives

- Race Equality Charter Representatives

- Staff Network Representatives

- Students' Union

In addition to engaging with members of our Cardiff Met community to develop the equality objectives, they have also been informed by Equality and Human Rights Commission (EHRC) reports, HE sector-wide reports (Advance HE and Universities

UK), sector Welsh Government reports, and internal strategies such as our University Strategy 2030 and its associated enabling and thematic strategies.

## Delivering and Monitoring our Strategic Equality Plan

### Delivering
The actions outlined within the Strategic Equality Plan will be delivered through an operational action plan outlined in this document.

### Monitoring
Progress made against the objectives within the Strategic Equality Plan and the effectiveness of the related actions will be monitored and reviewed by the University Equality, Diversity and Inclusion Committee that meets four times per year. A data-driven practice approach will be adopted, underpinned by a focus on data quality to ensure that robust and accurate data is available to inform priorities and demonstrate impact. Progress and updates will be shared with the University leadership and reported through our EDI Governance structures. Progress will also be documented and published in the University's Equality and Diversity Annual Report as required by the Public Sector Equality Duty, which is available on the University's external webpages by 31 March each year.

The Strategic Equality Plan will be treated a 'living document' and will monitored closely throughout its lifespan, responding where appropriate to developing challenges and as well as changes to UK-wide policy and practice.

### EDI Governance at Cardiff Met

#### *Equality, Diversity and Inclusion Committee*
The Equality, Diversity and Inclusion Committee's aim is to promote and advance equality, diversity and inclusion across the University. The committee provides assurance to Academic Board on the execution of this responsibility and has oversight of the University's Strategic Equality Plan. The committee brings together key stakeholders from across the University to monitor progress in meeting the Equality Act 2010 general duty and other relevant equality legislation, ensuring the delivery of strategic targets and objectives.

#### *Academic Board*
The Academic Board is a Committee of the Board of Governors and is responsible for advising the Vice-Chancellor and the Board of Governors. The Academic Board is both the University's academic authority and its senior decision-making body for resources which support the University at a strategic level.

#### *University Executive Group*
The University Executive Group (UEG) membership consists of the senior leadership team of the University and assists the Vice-Chancellor.

### *Board of Governors*

The Board of Governors is made up of both external (lay) and internal members, with a lay majority; they have responsibility for the educational character and mission of our university, as well as having oversight of its activities.

Key functions of the Board include considering and approving our strategic plan, which sets our university's aims and objectives, and overseeing the financial, physical, and staffing strategies necessary to achieve this plan.

## Operation Action Plan

| Objective 1: Take a people-centred approach, understanding the needs of our diverse community and placing this at the forefront of the design and delivery of University functions. | |
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| **Action** | **Outcome** |
| **Theme: Cardiff Met Experience** | |
| Support greater inclusion and access in education by extending learning opportunities beyond our traditional undergraduate and postgraduate offers. | • In line with the Learning, Teaching & Student Engagement Strategy we will look to broaden the diversity of our student base.<br>• We will look to offer a more diverse portfolio including; short courses, degree apprenticeships and micro-credentials, including through the medium of Welsh and via transnational education. |
| Ensure that all students, regardless of personal characteristics, have the same opportunity to succeed. | • All students are provided with equitable academic and well-being support throughout their student journey allowing them to reach their ambitions. |
| Establish Inclusive Learning and Teaching Forum accessible to all staff, responsible for development and promotion of resources for inclusive learning and teaching. | • In line with the Learning, Teaching & Student Engagement Strategy we will increase staff implementation of inclusive learning and teaching practices. |
| Create integrated data resource to track the student journey over the student lifecycle, explorable for diverse student groups and intersectionalities, from application to graduate outcomes. Develop wider staff data literacy to access and use this data. | • The establishment of a user-friendly data interface for the student lifecycle, allowing for increased targeting of interventions towards areas of need.<br>• Will support addressing existing awarding gaps and graduate outcomes. |

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| Invest in our Postgraduate, Post-Doctoral and Early Career Researchers to develop a 'stairway to excellence' for research careers, developing our Doctoral Academy to deliver inclusive and structured PGR support to become known for pushing the boundaries of what a doctorate can be. | • In line with the Research & Innovation Strategy, opportunities will be promoted across our whole student body, specifically those from underrepresented groups in research.<br>• This will support a diverse group of people exploring and accessing the research pathway. |
| Make support for research and innovation infrastructure visible and accessible, occupying prime campus locations. | • In line with the Research & Innovation Strategy, research and innovation support will be more accessible to our student body. |
| Ensure that our student and staff experience delivers an empowering, culturally diverse and inclusive educational environment, equipping our students, staff and alumni to thrive as interculturally effective global citizens. | • In line with the Global Engagement Strategy, we will foster an environment which is culturally diverse and inclusive. |
| Support our students to develop the knowledge and skills required to pursue their ambitions within and out with higher education. | • In line with best practice identified within the Office for Students Equality of Opportunity Risk Register, all students will have equal opportunity to progress to an outcome they consider to be a positive reflection of their higher education experience.<br>• Students will have equal opportunity to access resources related to higher education, such as suitable accommodation.<br>• Establishment of Equality & Diversity training module for students in partnership with the Students' Union |
| **Theme: Embedded Accessibility** | |
| University to adopt and operate through the lens of the Social Model of Disability | • There will be recognition that people are disabled by barriers in society, not by their impairment or difference. These barriers can be physical, like buildings not having accessible toilets. Or they can be caused by people's |

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| | • attitudes to difference, like assuming disabled people can't do certain things.<br>• Constructive changes will be made to remove barriers and increase access, and work to recognised areas of best practice. |
| **Physical Accessibility**<br>Place EDI at the heart of changes to our estate, improving inclusivity and accessibility across our campuses<br><br>Design learning and teaching experiences and spaces within repurposed campuses that are adaptable and welcoming as well as linking to our principles based Timetabling Policy. | • In line with Strategy 2030 and the Estates Strategy, we will deliver teaching, working, research, sporting, living and social spaces that can be adjusted easily to meet the needs of our students and staff.<br><br>• In line with Strategy 2030, Cardiff Met will be recognised for its outstanding sporting experience and Cardiff Met will become known as 'Wales' Sporting University'.<br>• In line with the Learning, Teaching & Student Engagement Strategy, student will have an enhanced sense of belonging, supporting the achievement of their personal ambition and graduate outcomes. |
| **Digital Accessibility**<br>Provide a secure and trusted digital environment for students, staff, and partners can safely work, study, research, and collaborate, where information security standards are fully compliant.<br><br>Ensure compliance with The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018, for improving digital accessibility for all users across all the University's digital environments. | • In line with the existing Government Policy and the Digital Strategy, constructive changes will be made to remove barriers and increase access, and work to recognised areas of best practice. |

## Objective 2: Promote and embed Equality, Diversity and Inclusion within University decision making.

| Action | Outcome |
|---|---|
| Reviewing and establishing an appropriate EDI structure to ensure that EDI considerations are at the heart of the decision-making process and policy. | • In line with existing equality policy, clearly understood arrangements will be in place to assess the impact of policies and practices. |
| Continue to impact assess policies and plans, while also taking account of student and staff Health and Well-being, including mental health, and impacts on people who may experience discrimination or disadvantage and/or because of protected characteristics. | • In line with best practice identified by HEFCW, student and staff well-being considerations will be embedded within our impact assessment process. |
| Ensuring that our policies are clear and robust to guide actions and behaviours, so that all staff are aware of what is not acceptable, what actions may result, and how to report any complaints. | • In line with the People Strategy, we will develop and foster a culture where difference is valued, and staff and students experience dignity and respect.<br>• Align with our Enhancing the Culture work, supporting anti-racism and creating an environment where workplace conflict is handled via open dialogue and early resolution |
| Listen to the employee voice and continue to enhance good employee relations where our people feel involved in the decisions that affect them. | • Building on the foundations laid by the previous Strategic Equality Plan, clear mechanisms will be established to allow the employee's voice to be heard.<br>• In line with the People Strategy, we will proactively encourage the use of staff networks as a means for seeking feedback on new initiatives, plans and policies with staff having protected time to meaningfully engage.<br>• Staff Networks will continue to grow and the voice of all staff and those of underrepresented groups are heard.<br>• University surveys will continue to be reviewed and we will look to identify and respond to any trends identified. taking an intersectional approach. |

| Supporting the implementation of the Board of Governors EDI Plan | • The Board of Governors EDI plan will be realised:<br>1. Ensuring the recruitment of an appropriately diverse governing body<br>2. Ensuring diversity in the membership and chairing of committees<br>3. Enabling the governing body to have an informed and forward looking approach to helping drive forward the University's wider EDI goals. |
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## Objective 3: Promotion and development of a safe, supportive and fair environment.

| Action | Outcome |
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| **Theme: Health and Well-being** | |
| Take account of issues of intersectionality, including sexual orientation and gender reassignment, when considering how we support our diverse staff and student populations. | • In line with the Welsh Government's LGBT Action Plan, University surveys will continue to be reviewed and we will look to identify and respond to any trends identified. taking an intersectional approach. |
| Supporting the development of a Cardiff Met Suicide Safer strategy. | • In line with best practice identified by UUK, the risk of student suicide will be reduced, and staff will feel more confident in responding to disclosures. |
| Explore the implementation of the Corporate Parenting Charter | • In line with Welsh Government initiatives, Care-experienced students attending Cardiff Met have a strong sense of community and belonging. |
| Implementation of University Wellbeing and Health Strategy, utilising Stepchange strategic framework for a whole university approach to mental health and wellbeing at universities. | • An environment that is conducive to good mental health and wellbeing will be created utilising best practice.<br>• Appropriate academic and non-academic support is provided allowing for a positive impact on student wellbeing and academic success. |
| Ensure ongoing collaboration and sharing of sector best practice relating to Health and Well-being | • The University will engage effectively with health boards and third sector organisations, including using agreed definitions of mental health to improve the communication of students' mental health support needs. |
| Explore and embed the principles of the Disabled Student Commitment | • Implementation of Disabled Student Commitment Project Plan, delivering an enhanced and improved experience for disabled students within higher education. |

| **Theme: Enhancing our Culture** | |
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| Build on our ongoing Athena Swan and Race Equality Charter work, supporting the implementation of relevant university-wide action plans. | • University to achieve Institutional Athena SWAN Silver Award and implement the associated action plan.<br>• All relevant schools and departments to hold Athena SWAN awards.<br>• University to achieve the Race Equality Charter Bronze Award and implement the associated action plan.<br>• Explore other relevant supporting frameworks for embedding and enhancing EDI in Higher Education. |
| Through our Race Equality Work, support the delivery of the Welsh Government Anti-racist Wales Action Plan. | • In line with the Welsh Government's Anti-racist Wales Action Plan, the University will:<br>  o Review existing recruitment policies and procedures through an anti-racist lens.<br>  o Achieve race equality charter mark<br>  o Collaborate with, and involve, students and unions as partners in delivering the Anti-racist Wales Action Plan. |
| Take a cross University approach in line with UUK racial harassment in higher education recommendations | • Respond to recommendations and embed sector best practices. |
| Take a cross University approach in line with UUK Changing the Culture recommendations, utilising sector best practices and guidance produced taking steps to tackle gender-based violence, including in the management of complaints of sexual misconduct and pro-active prevention initiatives. | • Embed sector best practices.<br>• With the support of the Organisational Development team, roll out of relevant training programmes such as VAWDASV training.<br>• Monitor the effectiveness of this training. |
| Continue to strengthen preventative approaches to tackling violence, harassment and abuse of staff, students and visitors, in all its forms, regardless of identity. | • Embed early intervention and preventative approaches for staff and students.<br>• University surveys will continue to be reviewed and we will look to identify and respond to any trends identified, taking an intersectional approach. |

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| We will embed EDI considerations and monitor and report on student and staff complaints. | • The university will look to identify and respond to any trends identified, taking an intersectional approach.<br>• Maintain a clear and robust process for raising complaints, concerns and feedback.<br>• Utilise relevant information to identify areas for improvement. |
| Continue to develop a vibrant and inclusive programme of opportunities to enhance integration between home and international staff and students. | • Enhanced sense of belonging for home and international staff and students, fostering a more positive working and learning environment for all. |
| Support and build upon our University of Sanctuary status, which is accessible and welcoming to asylum seekers and refugees | • Continue to offer a number of undergraduate and postgraduate scholarship opportunities.<br>• Build upon existing best practice, working collaboratively with the sector. |

## Objective 4: Lead the way as an inclusive and diverse Higher Education Institution and employer.

| Action | Outcome |
|---|---|
| **Theme: Enhancing our Data** | |
| Continue to develop and enhance our equality data and make data-driven, informed decisions. | • Continue to enhance data collection and analysis to take account of intersectionality and inform policy and actions<br>• In line with the People Strategy, quality data is collected providing tangible insights to make improvements, and to help make crucial decisions based on data-driven evidence. |
| Support the continued learning and development of EDI data literacy and analysis to enable partnering with the business, to turn insights into actions. | • A more comprehensive understanding of EDI data and how it can be utilised to support and enhance university practices. |
| Continue to ensure arrangements are in place to identify and publish relevant equality information. | • Annual publication of the E&D Report outlining ongoing progress. |
| Continue to implement University Surveys, developing an evidence base to make informed decisions on our community's experiences. | • Data used to identify existing and developing trends, allowing for informed decisions. |
| **Theme: Pay** | |
| Publication of Sex, Ethnicity and Disability Pay Gap information in line with gov.uk recommendations and utilising sector best practice. | • Annual publication of relevant pay gap information, outlining identified actions to reduce identified gaps. |
| Monitor and address inequalities, including pay disparities across relevant groups. | • Continuous review of pay and relevant actions identified. |
| Establish and communicate an action plan in respect to gender pay difference | • Continuous review of gender pay and relevant actions identified. |

| Theme: Responding to Ongoing Challenges | |
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| Continue to assess the ongoing impacts of coronavirus on members of the Cardiff Met community and implementing support where appropriate. | • In line with best practice identified within the Office for Students Equality of Opportunity Risk Register, monitor and identify issues that may be a consequence of the coronavirus pandemic.<br>• Support in place as a result of any differential knowledge and skills and ability to adapt to a higher education environment. |
| **Theme: Employee Experience** | |
| Provide learning and development that is accessible, relevant, engaging and informed by strategic workforce planning and talent development to support our strategic priorities. | • Equality, diversity and inclusion considerations embedded within staff training and career development<br>• Staff have a clear understanding and knowledge of the general duty and any further training needs are identified.<br>• Implementation of neurodiversity awareness training allowing a greater understanding and creating a more inclusive, supportive and productive environment. |
| Continually enhance modular programmes to develop a diverse range of future leaders. Continue to develop internal leadership and management training, with a focus on compassionate and inclusive leadership to support high-performance. This will include providing access to external development programmes | • Leadership programmes supported through EDI team.<br>• A more diverse range of staff accessing leadership programmes. |
| Continue to support the ongoing development of the Cardiff Met essential management development suite via the EDI Manage@Met Programme | • Enhanced knowledge of EDI within HE environment supporting build capacity, capability and consistency of line management. |
| Continue to implement and develop mentoring scheme to support less experienced colleagues with a specific focus on individuals from underrepresented groups. | • Mentoring programmes supported through EDI team.<br>• A more diverse group of mentors and mentees accessing the scheme. |

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| Monitor the implementation of the University's REF Code of Practice to ensure fairness and inclusivity in the development of REF submissions | • EDI considerations embedded throughout the REF process and a thorough Equality Impact Assessment conducted. |
| Continued focus and development on our successful Reader to Professorship training programme | • Increase in the number of women at Reader and Professor.<br>• Increase in the number of people from other underrepresented groups moving to Reader and Professor. |
| Continue our Disability Confident journey to become a validated Disability Confident Leader | • Take steps to move from a Disability Confident Employer to a Disability Confident Leader and have the University self-assessment validated. |
| **Theme: Recruitment** | |
| Reflect the diversity of our communities we serve both locally and nationally and support their needs by promoting the Welsh language and culture. | • Continued increase in our workforce diversity. |
| Monitor and support the implementation of the recruitment transformation project, specifically the new e-recruitment system to ensure a more efficient and inclusive process. | • A more accessible recruitment process allowing for a greater diversity of applicants.<br>• Supporting the monitoring of impact of the new system. |

## Objective 5: Engaging our Community

| Action | Outcome |
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| Be entrepreneurial, with innovation activities encompassing intellectual capital and outputs delivered for wider civic good. The creation of spinouts, social enterprises and graduate start-up businesses will be embedded in our day-to-day activities. | • In line with the Research & Innovation Strategy, EDI considerations are embedded within innovation activities. |
| Increase our collaboration with partners and our local community | • In line with the Civic Mission Strategy increase the diversity of the partners and community groups we engage with. |
| Extend the reach of our staff and students by enhancing the Cardiff Open Colleges project, widening the Open Campus initiative, and seeking to raise education aspirations and standards across Wales' schools and colleges and in alignment with the 2022 Tertiary Education and Research (Wales) legislation. | • Raised education aspirations and standards across Wales' schools and colleges. |
| Work with our community to deliver a range of community-focused events that uses the full breadth of university experience that will underpin our commitment to diversity, freedom and cultural awareness. | • A number of outreach, student led, projects developed to support and empower local individuals and our communities. |
| Align with the regional Reaching Wider partnership to deliver courses in the community and on campus to raise aspirations and promote progression to Higher Education. | • Through working in partnership with local organisations, we will attract and retain students from underrepresented groups in Higher Education and support their progression through the student journey. |

# References

- Equality Act 2010
- The public sector equality duty: specific duties for Wales (Advance HE guidance notes)
- The Well-being of Future Generations (Wales) Act 2015
- EHRC's Equality and Human Rights Monitor: Is Wales Fairer? 2023
- HEFCW's Safe and inclusive higher education: supporting equality and diversity education
- Report to HEFCW on race, access and success in HE: Making it Happen
- Welsh Government Anti-Racist Wales Action Plan
- Welsh Government LGBTQ+ Action Plan for Wales
- The Student Minds University Mental Health Charter
- UUK's Changing the Culture: One Year On: An assessment of strategies to tackle sexual misconduct, hate crime and harassment affecting university students
- UUK's Changing the culture: tackling staff-to-student sexual misconduct
- Violence against women domestic abuse and sexual violence: strategy 2022 to 2026
- EHRC's Tackling Racial Harassment: Universities Challenged
- UUK's Suicide Safer Universities
- Cardiff Metropolitan University: Strategy 2030