

Appendix 2 - SEP Action Plan 2024 - 2028 Updates (July 2024 – March 2025)

This action plan update is based on objectives identified in the Strategic Equality Plan action plan and will be reviewed at least annually by the People, Cynefin and Governance Committee.

Please note this is not an exhaustive report of every activity undertaken to improve Equality, Diversity, and Inclusivity across the University, as there has been positive work carried out independently of the Strategic Plan and work that has had an impact across all objectives of the Strategic Equality Plan.

The progress report contains information on what has been achieved to this date throughout the reporting period, April 2024-March 2025, specifically, the SEP action plan 2024 - 2028 (July 2024 – March 2025).

The actions have been RAG rated (Red/Amber/Green), and the below provides an overview of the situation at the end of March 2025.

Red	Very limited or no progress
Amber	Some good progress or progress in areas not covered by the measurable outcome(s)
Green	Excellent progress or action complete, but unable to meet the specific wording of measurable outcome(s)
Fluorescent Green	Action complete

Objective	Action Number															
Obj 1 - Build cynefin, a place where everyone in our community feels they belong, ensuring that studying and working at Cardiff University nurtures trust in the institution, a familiarity with how we operate, and a belief that diverse contributions are valued, celebrated, and recognised.	1	2	3	4	5	6	7	8	9	10						
Obj 2 - Establish tegwch, providing equitable opportunities for everyone in Cardiff University to achieve their goals.	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Obj 3 - Embrace cyfrannu. Through a culture of cyfrannu, we will take an outward-looking approach that ensures that our education, research, innovation, civic mission and operational activities help tackle inequality and racism at local, national and international levels.	27	28	29	30	31	32	33	34	35	36						

Objective 1: Build **cynefin**, a place where everyone in our community feels they belong, ensuring that studying and working at Cardiff University nurtures trust in the institution, a familiarity with how we operate, and a belief that diverse contributions are valued, celebrated, and recognised.

No	Action	Desired outcomes	Accountability	Timescale/target date	1 st July 2024 – 31 st March 2025
1	Complete Race Equality Charter Mark Action plan Consultation, all staff had	Support our diverse community to feel a sense of belonging	EDI Hub, REC SAT		REC Action Plan updated in line with consultation feedback.

	an opportunity to be involved in leaving feedback and shaping our REC action plan	and trust in Cardiff University.			COMPLETED
2	Host Black History Month Celebration	Support our diverse community to feel a sense of belonging and trust in Cardiff University.	EDI Hub		Film viewing of Windrush@75 - Partnership with Race Council Cymru which provided our staff and students to connect with others who share an interest in celebrating and understanding the cultural heritage of the Windrush generation. COMPLETED
3	Achieve Bronze Race Equality Charter Mark Award	Embed a culture of equity, diversity, inclusion and anti-racism, ensuring everyone in the University community is treated equitably, and with dignity and respect.	EDI Hub, REC SAT		Bronze REC achieved. Current self-assessment of the racial equality landscape and development of an action plan to address areas of high priority where racial disparity exists. COMPLETED
4	Application for the Athena Swan Charter Silver Award (Institutional level)	Embed a culture of equity, diversity, inclusion and anti-racism, ensuring everyone in the University	EDI Hub, AS SAT		Ongoing self-assessment process of gender equality issues

		community is treated equitably, and with dignity and respect.			
5	Promotion of AccessAble to staff and students	Creating a welcoming and accessible campus	EDI Hub, Estates, Digi Comms		CU AccessAble site has been fully integrated into student and staff intranet and external pages. COMPLETED
6	Delivered event to mark International Day of Persons with Disabilities	Creating a welcoming and accessible campus	EDI Hub	December 2025	Event held - unveiling of plaque and stalls in VJ Gallery for staff/students. COMPLETED
7	Period Dignity Project	Creating a welcoming and accessible campus	Estates	April 2025	Period Dignity Task and Finish Group formed. Research undertaken on options available and what other HEI's are doing. Approach agreed. Regular tampon and sanitary towels to be provided at the following locations: <ul style="list-style-type: none"> • All ground floor washrooms (Male, Female, Gender Neutral, and Accessible), • All gender-neutral washrooms on upper floors, • All accessible washrooms on upper floors. • Products and dispensers sourced. COMPLETED

8	Establish a USM (University Success Measure) for the Welsh language and scope and development of Cynllun Cynefin, a new framework for Welsh language and culture that advances our strategic aims and fulfils our USMs.	Promote an inclusive understanding of Welsh culture and the use of the Welsh language in all our activities.	Dean for Welsh Language, Academi Gymraeg	October 2025	<ul style="list-style-type: none"> • Established a University Success Measure for Welsh medium provision and aligned it to the Strategic vision. • Key thematic areas of focus in the Cynllun Cynefin framework have been identified. • The Dean and Academi Gymraeg have contributed to several university-wide transformation initiatives, ensuring Welsh language and culture are considered in strategic redesigns: <ul style="list-style-type: none"> · Futures Curriculum – advocating for Welsh inclusion in curriculum innovation. · Academic Purpose – aligning Welsh priorities with the institution’s academic mission. · Hybiau – exploring opportunities for Welsh integration in new academic and community spaces. · Academic Promotion and Progression: supporting recognition of Welsh-related scholarship, teaching, research in career pathways.
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					<ul style="list-style-type: none">· Global-civic developments: supporting scoping activities which will allow for opportunities to co-create cultural, economic, environmental, and social value, in Cardiff, Wales, UK and the world.• The second cohort of Betty Campbell Scholars was announced in March 2025, comprising eight students from underrepresented groups (Black, Asian, and minority ethnic; first in family to speak Welsh; or from a low-income household) undertaking at least 20 credits through the medium of Welsh.• <i>Dinesydd Caerdydd</i>, 5 credit WM module was delivered to 130 students in Autumn 2024.• Hosting Welsh Medium Students Dashboard Training for Academic and PS Staff to develop strategies for expanding Welsh medium provision at different levels, focusing on increasing and supporting the number of students choosing and able to study in Welsh.• Securing funding from several Coleg Cymraeg streams, including Small
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					<p>Grants, Collaborative Grants, and Research Scholarships, to enhance provision.</p> <ul style="list-style-type: none"> Over 250 undergraduates received scholarships from Coleg Cymraeg and the university for studying Welsh medium modules.
9	Diversity events as part of the EDI Calendar / highlighted cultural events in Internal Comms e.g. Chinese New Year	Ensure that we encourage and celebrate diverse ideas and perspectives from staff and students across all our activities.	EDI Hub	Ongoing	Working groups formed for diversity events were formed from colleagues across the university / with SU representation
10	Establish a SEP Shadow Board	Ensure that we encourage and celebrate diverse ideas and perspectives from staff and students across all our activities.	EDI Hub	September 2025	<p>The Shadow Board is established and includes diverse perspectives with an identity-based lens to influence decision-making around EDI.</p> <p>COMPLETED</p>
11	Introduce Islamophobia and Antisemitism workshops for staff.	Promote an open, transparent, and evidence-based dialogue on equity, diversity, inclusion,	Organisational Development, EDI Hub		<p>Series of workshops hosted during 2024 – 2025.</p> <p>The sessions have been designed to enable participants to learn about the faith of Islam</p>

		and anti-racism, while enshrining academic freedom and freedom of speech within the law in our ways of working.			and gain knowledge of Islamophobia. The purpose of the Antisemitism workshop is to enable participants to understand the history and tropes of antisemitism, how antisemitism works in the present day, and to plan what they can do to combat antisemitism, so that they are better equipped to both recognise and challenge antisemitism when they see it. COMPLETED
12	Host a Race Equality Panel Event	Provide an opportunity for students and staff to gain a better understanding of race equity in the workplace by listening and asking questions to the three panel members.	EDI Hub		A panel discussion led by three speakers (Professor Uzo Iwobi, Professor Emmanuel Ogbonna, and Cardiff University alumnae Sanjiv Vedi) sharing their insights, experiences, and strategies to progress race equality in workplaces and communities. COMPLETED
13	Establish EDI Community of Practice	Provide opportunities for speed networking and learning on different topics.	EDI Hub	September 2024	Community of Practice established. Topics to date have included: Neurodivergent inclusion; IIAs; Together at Cardiff, etc. COMPLETED

14	Review governance around papers requiring IIAs when presented to UEB.	Ensure that our policies, processes, practices and decision-making build cynefin and are fair, clear, consistent and supportive.	Compliance and Risk	March 2025	<p>Rolled over from Interim Plan</p> <p>UEB cover papers updated to refer to the new IIA process.</p> <p>COMPLETED</p>
15	Implementation of the Report and Support Tool.	Introduction of a centralised tool to capture reports about incidents of identity-based harassment, sexual violence, and wellbeing issues.	EDI Hub, Report and Support Working Group	September 2025	Student launch completed by October 2024; Staff implementation due to start in September 2025.
16	Introduction of Tackling Violence, abuse and sexual harassment against women at Cardiff University Working Group	<p>Take actions to tackle violence, abuse, and sexual harassment against our students.</p> <p>Raise awareness and promote consent and bystander training</p>	Student Life	Ongoing	Group established.

		<p>Work to create and promote a university culture of dignity and respect</p> <p>Develop our support services, procedures, and policies based on monitoring, evaluation, and learnings from our work and student and staff feedback.</p> <p>Work with our Students' Union, Time to Act, and any other relevant groups to gain the best understanding of student experience and perspectives and collaborate.</p>			
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Objective 2: Establish **tegwch**, providing equitable opportunities for everyone in Cardiff University to achieve their goals.

No	Action	Desired outcomes	Accountability	Timescale/target date	1 st July 2024 – 31 st March 2025
17	Implementation of Aspire projects	Take action to ensure our student and staff body is diverse and representative.	Communications and Marketing	Ongoing	<ul style="list-style-type: none"> In 2024-25, 73 sanctuary seekers attended the Aspire Open Day in April 2025, and 35 individuals graduated from the Aspire Summer School in June 2025. <p>Aspire Open Day</p> <ul style="list-style-type: none"> 304% increase in Aspire Open Day guest numbers (when compared to the 2023-24 academic year) 100% of guests would recommend Cardiff University to other sanctuary seekers Guests reported that during the open day, they learned helpful new things about how to apply to university in the UK (83% of guests) and about part-time courses and foundation programmes at Cardiff University such as Division of Lifelong Learning Pathways to a Degree (86% of guests). More than 50% of Aspire Summer School 2025 enrolments came from Aspire Open Day 2025. Open Day guest feedback:

					<ul style="list-style-type: none">○ “Cardiff University is an amazing place to be. No matter what you are going through, the Cardiff team has a unique way of making you feel at home while pursuing your academic dreams. It is a breath of fresh air!”○ “It was perfect for me to understand and how to proceed for education.” <p>Aspire Summer School</p> <ul style="list-style-type: none">● From the 2024-25 Aspire Summer School cohort, 21 enrolments at Cardiff University (as of September 2025) for undergraduate, postgraduate, Division of Lifelong Learning (LEARN) Pathways to a Degree, and LEARN Level 4 courses.<ul style="list-style-type: none">○ <i>It is important to note, however, that the educational journey of many sanctuary seekers who join Aspire is lengthy and complex and we expect that the full scale of Aspire’s impact can only be measured through longitudinal studies.</i>● By the end of the 2025 Summer School, there was a 30% increase in participants who knew how to apply for the course they want and a 12% increase in
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					<p>participants who Agreed/Strongly Agreed that they want to study at Cardiff University.</p> <ul style="list-style-type: none">• There was a substantial, 28%, increase in participants who answered Agree/Strongly Agree to: “I know what courses are available for me at Cardiff University.”• All Aspire Summer School 2025 alumni were offered one year’s free Cardiff University Library membership.• All Aspire Summer School 2025 alumni receive a 10-week (one hour per week) conversation club, delivered in Autumn 2025 by the English Language Programmes team.• An external academic expert (Dr Lucy Jeffery) was engaged to deliver the Aspire Poetry Workshop, prompting deep and personal reflections about participants’ journeys towards their education goals. The workshop was such a success that we will be turning the poems into a (self-)published collection.• Aspire Summer School student feedback:<ul style="list-style-type: none">○ “Aspire is more than just an opportunity, it is a life changing experience... something remarkably unforgettable.”
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					<ul style="list-style-type: none"> o “In my opinion everything was perfect: atmosphere, welcoming, teachers, lessons, ceremony at graduation. I really would love to have my diploma from Cardiff University.”
18	Implementation of a Gypsy, Roma & Traveller inclusion project	Take action to ensure our student and staff body is diverse and representative.	Gypsy, Roma & Traveller Project Group	Ongoing	<ul style="list-style-type: none"> • Set up project group specifically to take action on Gypsy, Roma and Traveller student and staff inclusion. Membership from Teaching and Learning Academy, EDI Hib, HR, Widening Participation, Lifelong Learning and a social science academic. • Reviewed data collection on Gypsy, Roma and Traveller identities in HR, widening participation, Lifelong Learning, and SIMS. • Delivered an awareness-raising session to over 100 staff. • Reviewed and developed information in the Inclusive Education module led by the Teaching and Learning Academy.
19	Work in partnership with Schools in localised action planning to address disparities in student outcomes and experience (e.g., awarding gaps), providing advice, guidance, and bespoke CPD, as well as	Design and deliver programmes that recognise and respond to the needs of our students, empowering them	Inclusive Education	Ongoing	The Inclusive Education project has developed an Inclusive Education enhancement model that is a reflective tool designed to help Schools, programme teams and individuals to reflect upon the inclusivity of their practice, identifying current strengths as well as areas of enhancement through a maturity matrix. Focus in 2024/25 was in supporting Schools (and programme teams with Schools) to complete the enhancement

	<p>data insights work to inform evidence-based approaches.</p>	<p>to achieve their potential.</p>			<p>model so that these reflections could be used alongside data on disparities in student outcomes to inform action planning.</p> <p>Good progress has been made in supporting Schools and in providing them with the advice, guidance, and bespoke CPD they need.</p> <p>During the July 2024 – March 2025 timeframe:</p> <ul style="list-style-type: none"> • The Inclusive Education team provided 10 open CPD workshops alongside 21 bespoke School based facilitated sessions. • Data insight meetings were held with all (24) Schools and 6 data drop-in sessions were facilitated. • 27 bespoke support meetings were conducted with advice or collaborative guidance created for Schools. • The Inclusive Education toolkit was revised and updated with additional pages added (who are out students? and diversity of our cohorts), accessibility features enhancement and updated literature, guidance and resources included. <p>Work also continued to improve data reporting insights.</p>
20	<p>Provide practical and financial support, in</p>	<p>Support students throughout their</p>	<p>Student Life</p>	<p>Ongoing</p>	<p>Together at Cardiff service provides weekly community building cafes to support students</p>

	conjunction with psychological and therapeutic support, to students throughout their journey into, through and out of university.	student journey into, through and out of university, enabling them to thrive both within and beyond the classroom.			from care-experienced, estranged, carers, military-experienced experienced and asylum-seeking backgrounds. Our Money Support team programmes, such as the Money Support Fund and our bursary offers, are fully compliant with the Welsh Language Commissioner's requirements. The team provides practical and financial support, in conjunction with the psychological and therapeutic support offered by our Student Support and Intervention Team, to those who have experienced identity-based harassment or violence, including domestic abuse and sexual violence.
21	Provide practical and financial support, in conjunction with psychological and therapeutic support, to disabled students throughout their journey into, through, and out of university.	Support students throughout their student journey into, through and out of university, enabling them to thrive both within and beyond the classroom.	Student Life	Ongoing	Our peer mentoring service offers all 1st year undergraduate students a mentor to support their transition into university and create a sense of belonging. The mentors support students with information on studying and living in Cardiff, creating small groups that meet regularly throughout the first semester. Our Student Disability Service offers a transition event to students with autism to help them settle into university in a small group setting, which includes a social event to help create friendship groups.
22	Embed anti-racism into Student Health and Wellbeing	Support students throughout their student journey into, through and out of university,	Student Life	Ongoing	Monthly meetings held with the senior compliance officer for religion, faith and belief, which focus on embedding anti racism in student health and wellbeing. This will be extended to other areas the following year.

		enabling them to thrive both within and beyond the classroom.			Students have access to a trans support service via the wellbeing team. Residence life program runs a series of inclusive and alcohol-free events that celebrate cultural and religious holidays and provide a safe space for all.
23	Develop and deliver inclusive programmes to support staff's career development.	Ensure all staff are equally supported to achieve their career goals	HR	Ongoing	<p>Springboard Women's Development Programme: a 4-day course delivered over 4 months and is aimed at women from all backgrounds and stages of their careers.</p> <p>Elevate Programme: a unique opportunity for Professional Services and Academic staff who identify as women from global majority/minority ethnic groups, to meet, share, support, and learn together. The programme brings together colleagues from across six universities in the southwest of England and south Wales: Bristol, Bath, Bath Spa, Cardiff, Exeter, and UWE Bristol.</p> <p>Future Talent Programme: sponsored by the Vice-Chancellor, is an opportunity for our next leaders to contribute to our future.</p>
24	Take action to reduce pay gaps	Demonstrate a commitment to equal pay, treatment and opportunity, to supporting diversity and creating an	HR	Ongoing	Although it is not a legal requirement in Wales, we have decided to publish our numbers in line with the gender pay gap reporting guidelines. This is an important aspect of our commitment to transparency about pay.

		open and inclusive community.			The University's Gender Pay Gap report is published annually.
25	Develop a Council Membership Diversity Policy	Ensure membership of our committees and other decision-making bodies reflect the diversity of Cardiff University.	Governance	October 2024	Policy published October 2024. COMPLETED.
26	Develop and implement initiatives to increase opportunities for staff and students to use the Welsh language.	Promote opportunities for everyone in our community to learn and use the Welsh language in their work and study	Dean for Welsh Language, Academi Cymraeg	Ongoing	Key areas of activity and developments in 2024-25: <ol style="list-style-type: none"> 1. Establishing a University Success Measure for Welsh medium provision and aligned to the Strategic vision: We embrace the Welsh language, offering opportunities to study in Welsh wherever possible. 2. Scoping and development of Cynllun Cynefin, a new framework for Welsh language and culture that advances our strategic aims and fulfils our USMs. It will enable us to meet the statutory obligations set under the Welsh Language Standards and position us to build on that foundation and expand our ability to offer additional bilingual

					<p>academic provision and support packages. The Cynllun Cynefin framework will succeed the former Welsh language strategy (<i>Yr Alwad</i>).</p> <ol style="list-style-type: none">3. The Dean and Academi Gymraeg have contributed to several university-wide transformation initiatives, ensuring Welsh language and culture are considered in strategic redesigns.4. Responding to 2023-24 Student View priorities: Exploring student feedback on experiences and ideas to inform how we develop Welsh medium opportunities and Welsh speaking flats within Residences. Developing our Welsh Festivals offering and activities by ensuring input from a range of disciplines, as well as Student Union input.5. Ongoing development of Y Lle, 53 Park Place as a centre for our Welsh-speaking community.6. <i>Dinesydd Caerdydd</i>, 5 credit WM module was delivered to 130 students in Autumn 2024.
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					<p>7. The second cohort of <i>Betty Campbell Scholars</i> was announced in March 2025, comprising eight students from under-represented groups (Black, Asian and minority ethnic; first in family to speak Welsh; or low-income household) undertaking at least 20 credits through the medium of Welsh.</p> <p>8. In June 2025, Cardiff University hosted the second Welsh-medium HE Experience Day for Welsh-medium secondary schools from south Wales. The event was delivered in partnership with <i>CYDAG, University of South Wales, Cardiff Met University, Coleg Cymraeg Cenedlaethol</i> and <i>Fforwm Caerdydd Ddwyeithog</i> (Cardiff Council). 714 year-12 pupils registered for the event, with 15 schools attending from as far afield as Caerfyrddin.</p>
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Objective 3: Embrace **cyfrannu**. Through a culture of cyfrannu, we will take an outward-looking approach that our education, research, innovation, civic mission, and operational activities help tackle inequality and racism at local, national, and international levels.

No.	Action	Desired outcomes	Accountability	Timescale/target date	1 st July 2024 – 31 st March 2025
27	Design and implement Research Cultures project	Contribute to the Welsh, UK, and international evidence base on what action works in promoting equitable outcomes for all.	Research Cultures	Ongoing	Unable to progress our intended project in this space due to a lack of resources in the COMMS team, who would be core to the deliverable.
28	Host a Welsh-Ukrainian Dialogue: A poetry and art event	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic inequalities in Cardiff, Wales and the world.	EDI Hub, Academi Gymraeg		As a University of Sanctuary, we partnered with the Welsh Refugee Council in creating a bespoke event for Welsh and Ukrainian poets and artists. The event showcases our commitment as a University and a Nation of sanctuary. Completed
29	Civic Mission Progression Fund	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic	Investment and Banking Sub-Committee	Ongoing	<ul style="list-style-type: none"> Building Futures Together – citizen science project focused on sustainability, which builds on a project that previously worked in schools with high levels of FSM claimants

		inequalities in Cardiff, Wales and the world.			<ul style="list-style-type: none"> • Grow Your Own School – working with schools to develop resources for gardening within schools. Schools were identified based on barriers found to be facing schools in previous research. • Let’s Talk Research – public and patient involvement (PPI) project in a marginalised community in Caerffili County Borough Council.
30	Civic Mission work with the South Wales Civic Engagement Partnership	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic inequalities in Cardiff, Wales and the world.	Investment and Banking Sub-Committee	Ongoing	Contributed to a focus by them on “Realising Aspirations” for under-represented groups. Funding across the partnership was focused on this, and we were funded to run activities in two schools: one in Splott, which focused on improving attainment, and one in west Cardiff, which focused on academic writing skills.
31	Ignite Programme (Research)	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic inequalities in Cardiff, Wales and the world.	HR	Ongoing	The Cynnuau Ignite pilot programme has been delivered to 122 academic and professional services, technical and specialist colleagues. Equality, diversity and inclusion are key issues in research culture, and the programme aims to embed a consideration of these issues across all modules, with one module focusing specifically on this topic to allow an in-depth exploration. The ‘Creating Inclusive

					<p>Cultures' module is delivered as a one-day workshop and asks participants to consider how they can create inclusive research cultures. The workshop includes a discussion of how barriers can create disadvantage and whether it is possible to ensure equity for all. The impact of microaggressions and other discriminatory behaviours is discussed, and participants are encouraged to think about how they can create supportive networks, as well as show visible allyship for others.</p>
32	Sponsorship for Black History Wales 365 2024/25	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic inequalities in Cardiff, Wales and the world.	EDI Hub	October 2024	<p>An initiative which celebrates African and African Caribbean histories, heritage and cultures in Wales. Black History Wales focuses on all aspects of life, education, health, crime and justice, arts, culture and heritage with a singular purpose of recognising and celebrating the contributions that black people in Wales make to Welsh life.</p> <p>COMPLETED</p>
33	Renewal of Global Diversity Champions membership with Stonewall 2024/25	Use our research, innovation, education and civic mission activities to tackle structural and socio-economic inequalities in	EDI Hub		<p>The renewal of the Stonewall Diversity Champion showcasing Cardiff University's support and commitment to LGBTQ+ inclusion.</p> <p>COMPLETED</p>

		Cardiff, Wales and the world.			
34	Development of EDIAware PGR version.	Equip students with the knowledge and skills to tackle social inequalities and promote equal opportunities for all during and after their time at Cardiff University.	EDI Hub, IT	Ongoing	PGR working group established; review of EDI Aware module commenced; content ideation in progress.
35	Development of EDI Toolkit for Researchers	Equip students with the knowledge and skills to tackle social inequalities and promote equal opportunities for all during and after their time at Cardiff University.	Physics and Astronomy		EDI Toolkit for Researchers was developed and advertised at college level, in addition, it was advertised to PhD students through the Doctoral Academy. Presentation about the tool given to our PhD cohort. COMPLETED
36	Develop and implement a Responsible Procurement Policy	Continue to develop a climate-conscious approach to procurement, estates and travel.	Finance		<ul style="list-style-type: none"> July 2024: Responsible Procurement Policy launched, including University wide webinar August 2024: End date of our 2nd Responsible Procurement Intern (31st August)

					<ul style="list-style-type: none">• September 2024: Start date of our 3rd Responsible Procurement Intern (1st September)• November 2024: Commenced Supplier Code of Conduct discussions with strategic suppliers• January 2025: Supplier Code of Conduct launched with strategic suppliers• February 2025: WRAP Sustainable Procurement Maturity Report – rose from 27% in 2022 to 65% in 2025 (75% in 3 out of 6 categories)• February 2025: Commencement of Green Impact initiative• March 2025: Recruitment of 4th Responsible Procurement Intern (to commence in September 2025)• March 2025: Reported scope 3 emissions for the purchase of goods and service for Welsh Government and EAUC
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