

CARDIFF
UNIVERSITY

PRIFYSGOL
CAERDYDD

Strategic Equality Plan **2020-2024**

Appendix **B**

Evidence and Justification

1. What evidence have we considered to inform our Strategic Equality Plan?

Origin	Data
External Evidence/Reports	<ol style="list-style-type: none"> 1. Is Wales Fairer? 2018 (including EHRC priorities presented to Advance HE Welsh EDI Liaison Group meeting) 2. Is Britain Fairer? 2018 3. Racial Harassment in British Universities: qualitative research findings 4. Tackling racial harassment: Universities challenged
External Feedback	<ol style="list-style-type: none"> 5. Stonewall Workplace equality index – submission feedback 2018-19 6. National Student Survey
Benchmarking	<ol style="list-style-type: none"> 7. Advance HE Annual Statistical Reports
Internal Evidence/Reports	<ol style="list-style-type: none"> 8. Student Data capture 2014-19 9. Staff Data capture 2014-19 10. Progression and Attainment of UK Undergraduate Students with Protected Characteristics at Cardiff University, Wales Institute of Social & Economic Research, Data & Methods (WISERD) 11. Independent Review into issues of Racial Equality at Cardiff University 2017 12. BAME attainment gap task and finish group 13. Equal Pay Audit 2018
Engagement and Consultation	<ol style="list-style-type: none"> 14. Third Sector Engagement Event 15. Staff and Student surveys 16. Staff Survey 2015-19
Cardiff University Strategies	<ol style="list-style-type: none"> 17. Cardiff University Strategies/maps <ul style="list-style-type: none"> • The Way Forward • Strategic Equality Plan 2016-20 • Widening Participation • People Strategy • Fee and Access Plan
Engagement and Consultation	<ol style="list-style-type: none"> 18. The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018 19. Public Sector Equality Duty (including information from EHRC's PSED symposium 2019)

2. Which Objectives do these apply to?

Objective 1

Establish the University as one that supports an inclusive student journey through recruitment, admissions, wellbeing and learning environment.

	Data and Evidence
Inclusive Curriculum	<ul style="list-style-type: none"> 10. Progression and Attainment of UK Undergraduate Students with Protected Characteristics at Cardiff University, Wales Institute of Social & Economic Research, Data & Methods (WISERD) 11. BAME attainment gap task and finish group 12. Independent Review into issues of Racial Equality at Cardiff University 2017 14. Third Sector Engagement Event 15. Staff and Student surveys
Admissions and Recruitment	<ul style="list-style-type: none"> 1. Is Wales Fairer? 2018 2. Is Britain Fairer? 2018 14. Third Sector Engagement Event 15. Staff and Student surveys
Attainment and Retention	<ul style="list-style-type: none"> 1. Is Wales Fairer? 2018 2. Is Britain Fairer? 2018 4. Tackling racial harassment: Universities challenged 8. Student Data capture 2014-19 10. Progression and Attainment of UK Undergraduate Students with Protected Characteristics at Cardiff University, Wales Institute of Social & Economic Research, Data & Methods (WISERD) 11. BAME attainment gap task and finish group 12. Independent Review into issues of Racial Equality at Cardiff University 2017 15. Staff and Student surveys 17. Cardiff University Strategies/maps
Wellbeing, retention and employability of students	<ul style="list-style-type: none"> 1. Is Wales Fairer? 2018 2. Is Britain Fairer? 2018 3. Racial Harassment in British Universities: qualitative research findings 4. Tackling racial harassment: Universities challenged 12. Independent Review into issues of Racial Equality at Cardiff University 2017 14. Third Sector Engagement Event 15. Staff and Student surveys

Objective 2

Create a staff environment where we improve the diversity of our recruitment and enable our staff to progress and develop in a supportive environment.

Data and Evidence

1. Is Wales Fairer? 2018
2. Is Britain Fairer? 2018
5. Stonewall Workplace equality index – submission feedback 2017-19
13. Equal Pay Audit 2018
14. Third Sector Engagement Event
15. Staff and Student surveys
16. Staff Survey 2015-19
17. Cardiff University Strategies/maps

Objective 3

Create an inclusive University culture based on building and maintaining relationships.

Data and Evidence

1. Is Wales Fairer? 2018
2. Is Britain Fairer? 2018
3. Racial Harassment in British Universities: qualitative research findings
4. Tackling racial harassment: Universities challenged
8. Student Data capture 2014-19
9. Staff Data capture 2014-19
10. Progression and Attainment of UK Undergraduate Students with Protected Characteristics at Cardiff University, Wales Institute of Social & Economic Research, Data & Methods (WISERD)
11. BAME attainment gap task and finish group
12. Independent Review into issues of Racial Equality at Cardiff University 2017
14. Third Sector Engagement Event
15. Staff and Student surveys

Objective 4

Create an accessible physical and digital environment that is responsive and supportive to individual needs.

	Data and Evidence
Physical Environment	<ul style="list-style-type: none"> 14. Third Sector Engagement Event 15. Staff and Student surveys 16. Staff Survey 2015-19 17. Cardiff University Strategies/maps
Digital Environment	<ul style="list-style-type: none"> 14. Staff and Student surveys 18. The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018

Objective 5

Enhance our governance structures and committee membership, in addition to establishing assurance processes to support adherence to the legal, ethical and professional standards, placing equality diversity and inclusion at the centre of the decisions that we make.

	Data and Evidence
Widen the diversity of membership across all University committees and group	<ul style="list-style-type: none"> 1. Is Wales Fairer? 2018 2. Is Britain Fairer? 2018 14. Third Sector Engagement Event 15. Staff and Student surveys
Policy creation, reporting mechanisms and decision-making processes	<ul style="list-style-type: none"> 11. Independent Review into issues of Racial Equality at Cardiff University 2017 15. Staff and Student surveys 16. Staff Survey 2015-19 19. Public Sector Equality Duty