

# Our plan for making the university a fair and equal place

## What we will do from 2024 to 2028



This document was written by **Cardiff University**. It is an easy read version of 'Belonging, Equity, Contribution -Strategic Equality Plan 2024-2028'.

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# How to use this document



This is an easy read document. You may still need support to read it. Ask someone you know to help you.



Where the document says **we**, this means **Cardiff University**. For more information contact:

**E-mail:** [EDIhub@cardiff.ac.uk](mailto:EDIhub@cardiff.ac.uk)



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# About this plan



This is our **Strategic Equality Plan**.



It is about our goals to make Cardiff University a fair and equal place for everyone.

We want to make sure the University is a place of:



- **Equity** – this means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.



- **Diversity** - this is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.



- **Inclusion** – this is about everyone being able to take part and be involved.



- **Anti-racism** – this is about being against racism and taking steps to stop it.



It is also the law that we have this plan - the **Equality Act 2010**.



Last year we asked staff and students for their views about this plan, and the ideas we had for it.



We also spoke to people in the community and others for their views on what type of place they would like Cardiff University to be.



We have listened to these views and used them to make this new plan.



Our last plan ran from 2020. This new one will run from 2024 until 2028. This plan will support us to become the University we want to be.

# 3 big ideas



This plan is based on 3 big ideas or themes. They are Welsh words and we talk about what they mean below:



**Cynefin** – this is about feeling that we belong.



**Tegwch** – this is about fairness.



**Cyfrannu** - this is about taking part and giving something back, or making a difference.

# Our goals



Our goals are also called our **Equality Objectives**. They are based on the ideas we talked about above.

## Objective 1: Make sure the University is a place where people feel they belong.



We want people to feel they can trust the University. And know they are valued.

### What this means:



- People are treated with respect.



- Everyone has the chance to be heard and involved.





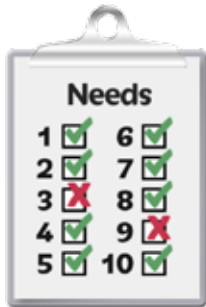
- People feel they belong at Cardiff University.

### **Some of the things we will do to achieve this:**



- Make sure everyone feels part of the University and that they can trust it.
- Make sure people are treated fairly and equally.
- Make sure the University is easy to get around physically and online. And is welcoming.
- Make sure people feel safe and can be themselves.
- Make sure we celebrate the Welsh language and culture in what we do.
- Make sure we are open and honest about equity.
- Make sure the ways we work are fair.
- Support anyone who is treated badly or unfairly. And take action to stop it happening in the first place.

## Objective 2: Make sure there are fair chances for everyone to achieve their goals.



Everyone's needs are thought about and we help people do their best in their work and studies.

### What this means



- Students will be treated fairly whoever they are.



- Students from different backgrounds will have similar success levels. Our staff represent different types of people from different backgrounds.



- Gender pay gaps are reduced. This means that there are male and female staff across all roles. And they are paid fairly.



- Reduce other unfair pay gaps.



- We have more students from different backgrounds.



- Different views are listened to when we make decisions. There are equal chances to study and work in Welsh.

### **Some of the things we will do to achieve this:**



- Make sure students and staff from different backgrounds want to join Cardiff University.
- Support the needs of all of our students.
- Make sure staff are supported equally to achieve their goals.
- Reduce pay gaps.
- Make sure there are chances for everyone to learn and use Welsh.

## Objective 3: Our work will make the world a fairer and more equal place.



As part of this objective, we look at how we can improve equality outside the University.

### What this means:



We will deal with inequality through all our work, including our research, teaching, and how we run the University.



We will work with others to deal with problems faced locally and in the wider world.



We will carry out our work fairly and **sustainably**. **Sustainably** means working in ways that will last a long time and are good for the planet.

## Some of the things we will do to achieve this:



- Use our research to help make the world a fairer place.
- Work with local communities to make Cardiff and South Wales a fairer place.
- Teach our students to help them take action on inequality now and in the future.
- Think about the planet and environment in how we run the University.

# Putting the plan in place



Our Deputy Vice-Chancellor is responsible for this plan.



The whole of the University is responsible for carrying it out. But a department called the **EDI Hub** will be managing it.



We will publish a report at the end of March each year. This will talk about what we have achieved towards our plan.



We will also publish information about staff, students and equality.