

Summary of feedback – Consultation exercise – 27 March – 5 July 2024

Consultee	Feedback	University response	Action required
<p>Member of the public</p>	<p>Athena Swan Institutional Action Plan</p> <p>Request for an EQIA.</p> <p>Concerns raised with regards underrepresentation of males in the staff and student population, with specific reference to the Arts and Humanities subjects.</p> <p>Marketing and promotional materials should be tailored to help recruit more male staff and students, with specific outreach programmes also created.</p>	<p>The University is committed to providing equality of opportunity, regardless of gender.</p> <p>Where there are underrepresented genders in particular Schools/Faculties, initiatives and specific actions are being taken forward at a local level, rather than detailed by department in the overarching institutional plan. Visibility of underrepresented genders in all marketing/publicity material and at outreach events will be actioned and reported on.</p> <p>As a Widening Access University, there are regular workshops and events aimed at encouraging young males from socio-deprived backgrounds into Higher Education. The Taking Boys Seriously research project, led by Ulster University, and other Widening Access initiatives seeks to proactively engage with young men, schools and youth groups to increase attainment and levels of higher education participation among young males. Please be assured we continue to monitor both our staff and student profile, and we will ensure our action plan remains under continuous review.</p>	<p>None.</p> <p>Action Plan will be reviewed on an ongoing basis.</p>