



Horizon Europe Gender Equality Plan

At the University of Plymouth we are fully committed to inclusivity and diversity. We are open to all who can benefit from a University of Plymouth education and our success is sustained by a One Team collegiate culture, where everyone can bring their whole selves to work and study.

Gender equality is a key component of our [Equality Diversity and Inclusion Plan](#) and we are long standing members of the [Athena Swan Charter](#) holding a Bronze Award at an institutional level and across 10 of our Schools. In addition we have a Silver Award for the Schools of Medicine, Dentistry and Biomedical Sciences. The University and each area has a detailed action plan that is measured and tracked by the local Athena Swan Self-Assessment teams with overall progress governed at the University level.

Progress against our equality targets including those based on gender are monitored and benchmarked via our [Annual Equality Report](#), and [Gender Pay Gap report](#); we also conduct regular equal pay reports. All EDI activity is governed by our University Equality, Diversity & Inclusion Committee (UEDIC) which is chaired by a member of the University Executive Group (UEG) an Executive Dean [Professor Sube Banerjee](#). UEDIC reports into our UEG and ultimately our Board of Governors. The Board approves the Annual Equality and Gender Pay Gap reports.

The University welcomes the move by Horizon Europe in linking eligibility for funding to having a Gender Equality Plan or equivalent plan that meets four mandatory requirements. As recommended by Horizon Europe an assessment of our activity in relation to gender equality has been undertaken and we are assured that our current plans and initiatives meet the relevant mandatory requirements.

In summary, in relation to the four requirements:

1. formal **public documents** (EDI Plan and [Gender Pay Gap report](#)) on our website that demonstrate our commitment to gender equality. These documents set clear goals and detailed measurable actions. Progress is monitored and reported on annually as part of our [Annual Equality Report](#). In addition we have a formal published commitment to [Athena Swan](#) and you can read our latest [Bronze submission](#) on our website. Our University and local Athena Swan action plans are promoted on a web page dedicated to [gender equality](#) and we have Executive level support for gender equality including an Executive Dean who Chairs our University's Equality, Diversity & Inclusion Committee and Co-Chairs our Athena Swan Self-Assessment team.
2. enough **dedicated resources** and expertise in gender equality to implement our plans and crucially to sustain organisational change. Specifically we have University



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and local [Self-Assessment teams](#), local EDI Administrators in addition to a central [EDI team](#) and HR Directorate.

3. relevant **data collection and monitoring**. This includes annual reporting against set indicators which are published as part of our [Annual Equality Report](#) and [Gender Pay Gap report](#) in addition to internal monitoring via our dashboards and Business Planning process.
4. awareness-raising **training** and training actions on gender equality. As an example we offer:
 - Equality & Diversity training – mandatory for all staff
 - Menopause awareness sessions for employees and separate sessions for line managers
 - Transgender awareness eLearning and in person interactive sessions
 - Unconscious Bias training – mandatory for all staff
 - A wealth of resources online (including [Gender Equality Toolkit](#), [films](#), [documentaries](#), [books](#), [articles](#) and [podcasts](#))

In addition to meeting the mandatory requirements set out above there are sections and sub sections within our [Athena Swan action plans and submissions](#) that map across to the recommended thematic areas listed by Horizon Europe.

We are committed to gender equality and tackling inequality, wherever it occurs.

Professor Judith Petts CBE

Vice-Chancellor, University of Plymouth

15th December 2021