

## Gender Statement of Intent

### Background

In May 2016 a Gender Statement of Intent was published, which led to the formation of the Gender Task Force. The UK culture of inclusion has seen significant improvement over the last 8 years. In 2023/24, we believe it is timely to review and renew the Statement of Intent to broaden its scope to cover all staff and students and to champion positive changes at the University that will make it a sector leader for gender equity.

### Progress

Progress against the original Statement areas is listed in **Appendix 1**.

Since 2016 we have seen progress in a number of areas. In 2016, one in ten of our academic departments was led by a woman; this is now almost one in three. In 2016, 20% of our Professors were female; in 2023/24, 28.9% are female. Amongst Professional Services staff, 46% of FA9 staff are now female (53.9% in 2022/23). In 2021/22, Academic promotion success rates were higher for female staff (92%) than males (87%). However, there are significant structural issues that are still of concern, especially the gender pay gap at 20.5% (mean) and 20.5% (median) in 2023.

### Ongoing and Current Areas of Focus

We have identified the following themes and areas that require further focus and will set these as our key priorities for the GTF to concentrate on over the next 3 years. They are aligned with the four priority areas included in the Institutional Athena Swan Action Plan (IAS AP). We will actively engage with the Social Inclusion Team in working towards positive change in these priority areas, and seek collaborative support from other committees and University commitment to address:

- **Gender Pay gap** (IAS AP3) – as reported above, this remains a concern. We note some improvement in the figure since gender pay gap reporting was introduced; however, work must continue to address this.
- **Staff progression and development** (IAS AP3)– we welcome the greater transparency provided by the changes to the Academic Promotions criteria since 2016 and have noted increases in the percentages of female staff being successfully promoted; however, there is still no clear pathway for Professional Services staff to progress. There are also concerns that the reduction in training and development opportunities for more junior colleagues over the last 2-3 years will have an impact on their progression. Consideration is needed to assess whether structural issues still hinder female advancement, for both academic and professional services staff.
- **Harassment, Bullying and other inappropriate behaviours** (IAS AP4)– there are still too many staff and students at the University who experience these behaviours. There have been pockets of good practice across the University to try and address this, but we need a stronger institutional push to bring about the required culture change, increase awareness of report and support options and to take stronger action when reported. Information is available via the Report and Support Annual Report, and the GTF will explore and seek further insights to address gender-based incidents.

- **Compassionate and family-related policies** (IAS AP4)– we welcome the introduction of Carer’s Leave. However, we believe that in some areas our policies to support staff when they are experiencing significant personal/health/family-related challenges are not as generous when compared to other large organisations as they once might have been. We are also concerned at the lack of support for PGR students for childcare, which is a national issue, but where the University could play a leading role in helping to address.
- **Menopause and other hormone-related impacts** – we welcome the introduction of Menopause Guidelines and the menopause passport, and we will continue to raise awareness to break down the stigma and barriers which are still too often associated with the menopause. We are keen to expand the conversation to include other hormone-related conditions and impacts, including the perimenopause, pre-IVF treatment and medical transition for trans staff and students.
- **Intersectionality**– whilst we support and recognise the importance of having dedicated Task Forces and activity streams focussed on different ED&I areas, we are also keen to ensure that Intersectionality is recognised as an integral part of all liberation and inclusion work.
- **Trans-inclusive** approach to gender equality – we recognise the non-binary nature of gender and welcome the progress on trans inclusion at the University. Our work will be inclusive of trans people, and we will pursue and support efforts to further trans inclusion at the University.

### Actions Required

We are asking the University Executive Board to take a decisive stand to reduce the barriers encountered due to gender-related issues and to accelerate activity to improve gender equity through:

- Increasing its activities in support of its goal to eliminate the **gender pay gap** by 2030 and to consult the GTF when considering actions to address the gender pay gap. Clear impact assessments and evaluation processes are needed to assess the effectiveness of initiatives, especially those highlighted as GTF and Athena Swan priorities. Benchmarking and competitor analysis will also be important.
- Considering and addressing any gender and broader impacts of its decisions on **staff development provision and advancement processes**. This includes consideration of development opportunities for junior staff, the impact of caring responsibilities and other factors that disproportionately affect females and the allocation of administrative tasks to academic colleagues.
- Introducing a clear **career progression pathway for Professional Services staff**, with annual progression statistics to be available for wider consultation with key stakeholders including the GTF. Analysis of representation figures in different job roles and levels will also be important to understand and address structural issues which may be impacting on female progression.
- Considering the introduction of **compulsory Challenging Inappropriate Behaviours/Active Bystander training for all staff and students**, and to lead a campaign to promote a clear zero tolerance culture in relation to harassment, bullying and other inappropriate behaviours, and a commitment to investigating all reports of such behaviours. Tackling gender-based violence has been identified as a priority for our student population. An awareness campaign across our whole community regarding the impact of discriminatory behaviours and micro-aggressions is strongly recommended.

- Supporting recommendations arising from reviews of our current **family-related and compassionate policies** being undertaken in 2023/24 by Social Inclusion and supported by the GTF.
- Considering the introduction of a dedicated hardship fund to support **childcare costs for PGR** students (proposal to be developed during 2024).
- Continuing to support initiatives designed to support staff and students experiencing challenges as a result of the **menopause and other hormone-related conditions**, helping to break down stigma.
- Reviewing the **resourcing and budget** for the GTF (which also supports institutional Athena Swan activities) with a commitment to consider business cases for additional spend, to allow for a greater number of cross-university initiatives to be funded.
- Introducing **training/briefings on ED&I for all Committee Secretaries and Chairs** to ensure that ED&I considerations are more fully considered and embedded in governance activities, and to **formalise the review of Equality Impact Assessments** to ensure that they consider up-to-date data and context.

**Gender Task Force**

April 2024

## Appendix 1

### Progress Against 2016 Gender Statement of Intent

<i>A measurable objective on Equality &amp; Diversity to be embedded in all goals of the University Strategic Plan</i>	Inclusion is now a Strategic Priority (one of five) within the University Strategy. <a href="https://warwick.ac.uk/about/strategy/inclusion/">https://warwick.ac.uk/about/strategy/inclusion/</a>
<i>E&amp;D to appear as an “above the line” agenda item at all relevant university committees, including Senate &amp; Council</i>	Social Inclusion Committee formed, as joint committee of Senate & Council, with reports to both; committee coversheets include ED&I as area to be addressed where relevant in all reports.
<i>A 5 year plan for the achievement of gender equality in the Warwick Academy to be published within a year of this statement</i>	Gender equality actions and priorities included in institutional Athena Swan submission. Social Inclusion targets published and monitored.
<i>Existing data on gender in the Academy to be published and enhanced data collected to ensure transparency in all matters related to gender</i>	Annual data reports considered as part of Athena Swan and ED&I data now published in Annual Report and as part of the Public Sector Equality Duty.
<i>To set up a Task Force to develop the strategy and take a multi-faceted approach to implementation, being mindful of existing initiatives such as Athena Swan</i>	GTF established. Chair(s) of GTF sit on Social Inclusion Committee and Institutional Athena Swan (IAS) Committee.
<i>To provide financial support for the Task Force and ensure that its members are credited with this important role as part of their career progression</i>	Small budget approved on an annual basis for the work of the GTF and IAS. GTF membership and activities support Collegiality, Leadership & Management section within Academic Promotions framework (in which ED&I and Athena Swan are cited as examples).
<i>To undertake to review and respond to progress reports from the Task Force in a timely manner</i>	GTF items are formally reported via Social Inclusion Committee. Senior UoW colleagues have responded in a timely manner when issues have been raised.