

Gender Equality Plan

The University of Warwick has a strong commitment to equality and diversity which is currently recognized by a range of awards, including Athena SWAN silver, a bronze Race Equality charter, a gold Stonewall UK Workplace Equality Index and a bronze Disability Smart award.

We align with the Horizon Europe Gender Equality Plan requirements as follows:

Mandatory requirements for a GEP:

1. Public document: The GEP must be a formal document published on the institutions' website, signed by the top management and actively communicated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.

The university holds an Athena SWAN Silver award which demonstrates our commitment to gender equality and includes an action plan against which we can measure our progress. Information is published on the university's website and can be found [here](#).

2. Dedicated resources: a GEP must have dedicated resources and expertise in gender equality to implement the plan. Organisations should consider what type and volume of resources are required to support an ongoing process of sustainable organisational change.

The university has a dedicated social inclusion committee responsible for promoting and monitoring ED&I issues throughout the university and a separate Athena SWAN self assessment team to monitor progress against the action plan.

3. Data collection and monitoring: organisations must collect sex/gender disaggregated data on personnel (and students) with annual reporting based on indicators. Organisations should consider how to select the most relevant indicators, how to collect and analyse the data, including resources to do so, and should ensure that data is published and monitored on an annual basis. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress.

Gender disaggregated data is published annually by the Strategic Planning and Analytics team. These dashboards give access to institutional, department and sector data to support inclusion-focused work. Dashboards and diversity monitoring data can be found [here](#)

4. Training: The GEP must also include awareness-raising and training actions on gender equality. These activities should engage the whole organization and be an evidence-based training aimed at staff and decision makers and can also include communication activities and gender equality training that focuses on specific topics or addresses specific groups.

Training programmes run for staff include Active Bystander, Understanding unconscious bias, Equality and Diversity, and Working Effectively with the Equality Act; Recruitment training incorporates ED&I issues. [Warwick Principles and Social Inclusion](#) also forms part of the induction for new staff. Staff training is refreshed every

three years. Students receive Warwick Values online training on registering with the University.. Students also receive training on being an active bystander.

There are also five recommended thematic areas:

Work-life balance and organisational culture

The University's [Flexible Working Guidelines](#) are promoted through individual departments. [Warwick principles](#) set out our core values and expectations of behaviour as a University community

Gender balance in leadership and decision-making

Leadership and Management Development training are delivered through the Academic Development Centre, with female development promoted through [Shine](#) and [Aurora](#) schemes

Gender equality in recruitment and career progression

Our recruitment strategies are informed by diversity data. The academic promotion framework provides clear assessment criteria against a wide range of contributions and gives consideration to career breaks; the [Warwick Academic Returners Fellowship](#) addresses the recruitment and retention of academic staff. University of Warwick has a Pay Action Group that oversees work to address the Gender Pay Gap, including initiatives in the Pay Action Plan which is now included in our annual pay gap reporting [Closing the Pay Gaps: Gender, Ethnicity, Disability, and LGBTQUA+ Pay Gap Report \(warwick.ac.uk\)](#)

Integration of the gender dimension into research and teaching content

The Gender Task Force at Warwick champions and oversees the advancement, implementation and further development of gender equality at institutional level. Warwick is an active participant in international research efforts to advance gender equality through [PLOTINA](#), which promotes gender balance and inclusion in research, innovation and training. Warwick's involvement with PLOTINA can be seen [here](#). Inclusive Education initiatives throughout UoW are enabling awarding gaps to be identified and addressed in teaching, including any evidence of gender-related gaps.

Measures against gender-based violence including sexual harassment

We have a Student Sexual Misconduct [policy](#) and [process](#), and encourage staff and students to use [Report and Support](#)
We address gender based violence in research performing organisations through our support of the [UniSAFE](#) project and involvement with the UniSAFE [survey](#)