



Gender Equality Plan (GEP)

De Montfort University (DMU) has one of the most diverse staff and student populations of any higher education institution in the UK and has been a Stonewall 'Top 100 Employer' and '[Disability Confident Employer](#)' for several years. We value this difference and want to support all students and staff in reaching their full potential in a fully inclusive environment where difference is accepted, valued, celebrated and supported. Recognising our commitment to Equality Diversity and Inclusion (EDI), we hold Bronze Athena SWAN and Race Equality Charter institutional awards. For more information on EDI at DMU, please [click here](#).

DMU welcomes the requirement from the European Commission to have a Gender Equality Plan (GEP) in place, in order to be eligible for Horizon Europe Funding.

Our GEP is predominantly outlined in our successful [Athena SWAN application](#). Below, we set out how we meet each of the four GEP-specific mandatory requirements, confirming our eligibility for Horizon Europe funding:

- 1. Public document:** Our Athena SWAN application, which outlines our commitment to gender equality and sets our goals and actions in this area is [available online](#) and signed by the University's Vice Chancellor. This document has been widely communicated across the University, alongside our commitment to other charters and schemes such as the Race Equality Charter, Stonewall and Disability Confident. We also provide yearly reports on our work as part of the '[closing the gender pay gap](#)' and we regularly [publish key achievements and updates](#).
- 2. Dedicated resources:** At DMU we have [dedicated resources and expertise in EDI](#) to implement our gender equality plan. In particular, we have a team of 3 managed by the Head of Equality, Diversity and Inclusion, and a Deputy Pro-Vice Chancellor for Equality Diversity and Inclusion (who is also supported by an Executive Officer for EDI), ensuring senior management support for this agenda at DMU. The EDI team is also supported by colleagues from across the University to deliver the GEP, for example by the Learning and Organisational Development team (who help with initiatives such as the Black Women's Development Programme and the VC's Women's Promotions Programme as well as administer our Women's Leadership Programmes such as Aurora) and the Human Resources teams (who support the employment of a representative workforce). We also have a dedicated budget to support staff networks, including DMUWomen.
- 3. Data collection and monitoring:** as part of our adherence to Athena SWAN, we collect and publish disaggregated data on the sex of personnel and students and carry out annual reporting based on indicators. This information can be publicly accessed [here](#).

- 4. Training:** DMU delivers awareness raising and training actions on gender equality and unconscious bias including mandatory training courses for all staff on 'Equality and Diversity Essentials' and 'Introduction to Bias'. We also have several diversity networks to support and promote diversity and inclusion across our student and staff populations including the DMUWomen network.

In addition to the mandatory requirements above, there are five recommended thematic areas also covered in our Athena SWAN application:

- *Work-life balance and organisational culture;*
 - We have reviewed our policies and have refreshed our approach to our work life balance and flexible working provisions at DMU. We have instigated core hours for meetings and developed a workload model to ensure equitable treatment in workload allocation.
 - We have set up an Institutional DMUWomen Network to provide support and representation to women within DMU.
 - Our approach to improving work-life balance and organisational culture is detailed in our Athena SWAN application in sections 4, 5.5 and 5.6
- *Gender balance in leadership and decision-making;*
 - Our approach to improving gender balance in leadership and decision-making is detailed in our Athena SWAN application section 5.6
 - This includes monitoring of gender balance of committees and senior positions.
- *Gender equality in recruitment and career progression;*
 - Our Equality of Opportunity policy details DMU's commitment to equality in recruitment and selection and promotion. Recruitment processes and systems are regularly reviewed to ensure there is no hidden bias and encourage diversity of panel membership. We also have a Starting Salary Policy to ensure equal pay for the same role and help close the gender pay gap.
 - We are currently working on implementing the San Francisco Declaration on Research Assessment (sfDORA) and are committed to ensuring a responsible use of metrics and evaluation of a broad range of evidence to support recruitment and career progression.
 - Our approach to gender equality in recruitment and career progression for academic and professional services staff is detailed in Section 5.1-3 of our Athena SWAN application.
- *Integration of the gender dimension into research and teaching content;*
 - As part of our work on embedding decolonising and inclusive approaches in curriculum design Learning and Teaching practices our academics are being encouraged to look at course content and ensure that it is representative of the characteristics of our student population including consideration of the gender dimension and intersectionality.
 - We are currently working on developing new training on how to integrate EDI principles into research.

- *Measures against gender-based violence including sexual harassment.*
 - Our Dignity at Work Policy along with our Code of Conduct sets out our commitment to provide a working and learning environment where everyone is treated with dignity and respect and outlines the procedures for any breach of these policies including in cases of bullying or harassment including sexual harassment and gender-based violence.
 - Students are supported through our [No Space for Hate](#) policy, training and reporting mechanisms to deal with incidents of hate and harassment. [The Mandala project](#) also provides practical support for students who have experienced gender based violence or sexual harassment.
 - Our HR policies and processes are covered within section 5.6 (ii) of our Athena SWAN application.