

GENDER EQUALITY PLAN (GEP)

The University of Portsmouth (UoP) is committed to providing an inclusive environment for all its staff and students and promoting an intersectional approach to equality, diversity and inclusion (ED&I). This Gender Equality Plan (GEP) stands in conjunction with the range of UoP policies, guidance, reports and action plans pertaining to gender equality. The GEP provides an overview of the UoP's dedicated gender equality resources, data collection and monitoring, and training as a mandatory requirement for Horizon Europe.

Equality, Diversity and Inclusion (ED&I) Framework

ED&I outcomes including gender equality within the University are framed around the following objectives:

- To build a positive, inclusive culture that inspires staff and students to realise their full potential.
- To work towards fair representation and fair outcomes for our staff and student communities.
- To develop a robust understanding of our ED&I data (quantitative and qualitative) to effect sound evidence-based decision-making.

These objectives will be directed by specific actions set out within an ED&I framework which incorporates the delivery of ED&I outcomes through the Access and Participation plan (2021-2025), equality analyses and charters (Athena SWAN and Race Equality Charter (REC)).

The University will rely upon data to set direction, monitor and measure ED&I performance related to access to opportunities, parity in experience and fairness of outcomes.

Equality, Diversity and Inclusion (ED&I) Governance

The GEP is governed by an ED&I Steering Group which reports directly into the University's Executive Board and is accountable for developing an ED&I plan to deliver the University's strategy and to advance ED&I across the institution. Success is measured through positive impacts in widening access and participation, narrowing the awarding and pay gaps, increasing diverse staff and student representation in areas of underrepresentation, and boosting inclusivity. The Steering Group is supported by an ED&I Advisory Group which is consultative in nature and is intended to collaborate with employee networks and specific ED&I working groups to identify UoP's diversity and inclusion strengths, issues and opportunities.

The institution's aspirations to boost diversity and inclusivity extends to the civic realm and the University works with partners through an ED&I Partnership to promote ED&I within Portsmouth and to widen access and participation for local people. It will provide opportunities for UoP staff networks to collaborate with partnership networks to share knowledge and to collaborate on actions to boost diversity and inclusivity.

Dedicated resources:

The UoP has a number of resources in place to ensure that gender equality runs through every level of the organisation and can be viewed on the University's dedicated [Gender Equality and Athena Swan](#) webpage. Commitments and dedicated resources are detailed within the following public statements and policies:

- [Equality Objectives](#)
- [Equality and Diversity Policy Statement](#)

- [Gender Identity and Expression Policy](#)
- [Dignity and Respect Policy](#)
- [Guidance: Paternity Leave and Pay](#)
- [Shared Parental Leave Guidance](#)
- [Guidance: Adoption Leave and Pay](#)

In addition to the aforementioned documentation, the University recognises there are varying interrelated characteristics that make up an individual's identity, which can lead to either discrimination, marginalisation and/or privilege. The UoP has a range of policies (see [Policies and Standards](#)) and staff networks (e.g. the LGBTQ Staff Network, Women's Staff Network, Disability Staff Network, Race Equality Supporters Network, etc.) in place to support individuals holistically and to tackle any obstacles faced. Staff networks are key mechanisms of engagement for staff and students to hear and incorporate the voices of diverse staff in decision-making. Furthermore, the Equality and Diversity team supports the University in best practice and meeting its Equality Act 2010 obligations.

The University's commitment to gender equality is further evidenced through its university-wide Athena Swan Bronze Award since 2014 and the institution has been a member of the Athena Swan Charter since 2011. The University intends to gain the Silver Award through addressing its Athena Swan action plan. Additionally, 12 UoP Departments and Schools have also been awarded the Bronze Award in their own right. Furthermore, UoP promotes an Athena Swan Champions Fund, an initiative for activities that encourage and support gender equality.

Data collection engagement and monitoring:

The UoP publishes its equality information and gender pay gap reports. The latest data regarding staff and student equality related data can be found on the UoP's [Equality and Diversity](#) webpage. The University also collects and provides student data to varying external bodies and publishes its Office for Students Transparency Return on its [External Returns and Data Standards](#) webpage, which draws on socioeconomic backgrounds and protected characteristics in relation to completion of degree or award.

The University runs a biennial staff gender culture survey for Athena SWAN and a REC staff culture survey. In support of UoP's intersectional approach to ED&I, the intention is to develop a new single university staff culture survey to explore and assess the culture in a multifaceted way. This will be launched in early 2022.

Training:

UoP is building a culture of dignity and respect, where people feel able to be themselves and be open within a learning environment that encourages self-reflection and awareness of other people's experiences. Staff will have access to training and in the probationary period, all staff are required to undertake the following equality and diversity training courses: 1) Diversity and Inclusion in Higher Education; 2) Unconscious Bias Awareness; and 3) Anti-Bullying and Harassment. Staff can also access optional training such as Transgender Awareness training. Both students and staff can access gender equality resources on Moodle.

The following five sections relate to the recommended content-related thematic areas that Horizon Europe suggest GEPs include:

1) *Work-life balance and organisational culture*

The UoP has a number of family-friendly entitlements that staff can access in relation to maternity, paternity and parental leave. Further support offers UoP staff flexible working and time-off to look after dependants.

2) *Gender balance in leadership and decision-making*

The University, in commitment with the Athena Swan Charter principles, is dedicated to ensuring any barriers facing women in their career development are removed in efforts to support progression to senior academic roles; thereby, furthering gender equality in leadership and decision-making.

3) *Gender equality in recruitment and career progression*

The University is committed to ensuring gender equality is met throughout the recruitment process. UoP's Equality Objectives public document, under Equality Objective Eight - Tackling Potential Bias in the Recruitment Process, details what the University will do to address gender equality in the recruitment process, those involved in ensuring the objectives are met and what success in achieving this objective looks like.

The UoP provides various development programmes/initiatives for its staff which can aid in career progression, such as its staff mentoring programme. Other examples include the Springboard programme, which is aimed at women and those who identify as women, while the Navigator programme is targeted towards men and those who identify as men; such programmes explore home and work life aspects in supporting people to make realistic goals in order to reach their potential. Another initiative on offer for women and those who identify as women is the Aurora programme, which explores and encourages leadership and management roles in Higher Education.

4) *Integration of the gender dimension into research and teaching content*

The University has a number of academic and research staff who examine the gender dimension in research; for example, via the Women's and Gender Studies research area and the Gender, Race and Education research area. Furthermore, as part of the UoP Athena Swan action plan, the University is committed to furthering gender equality and representation of women in research and this can be recently demonstrated in the UoP's Research Excellence Framework (REF) 2021 submission, whereby 39.6% of the research staff identified as women compared with 33% in the previous REF submission (2014).

5) *Measures against gender-based violence, including sexual harassment*

The University is dedicated to eradicating gender-based violence, including sexual harassment. The University's Dignity and Respect Policy outlines its expectations of both its staff and students in reporting bullying, harassment and behaviours and/or actions where discrimination has been experienced and where dignity and respect is not exhibited. Furthermore, both staff and students can anonymously report any form of harassment, discrimination, bullying or violence at Portsmouth via the University's Report and Support tool. Additionally, UoP has a Harassment Advisor Network, which aims to tackle all forms of harassment including gender-based harassment.

As demonstrated through this GEP, corresponding documentation and activities, the University of Portsmouth remains committed to gender equality for all persons throughout the organisation and will continue in providing dedicated resources in order to meet all of its objectives. Please direct any queries regarding this GEP to RIS@port.ac.uk

Signed:



Professor Chris Chang, Deputy Vice-Chancellor (Global Engagement and Student Life)

Date: 15.12.21