

UNIVERSITY OF CHANGE FOR GOOD WESTMINSTER

GENDER EQUALITY PLAN

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

University's plans for gender equality are embedded within a range of initiatives, reports and action plans that support the implementation of our [Equality, Diversity and Inclusion \(EDI\) Policy and Strategy](#).

We align with the [Horizon Europe Gender Equality Plan \(GEP\)](#) mandatory requirements as follows:

1. Be a Public Document

The GEP should be a formal document signed by the top management and disseminated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.

[Our Equality, Diversity and Inclusion \(EDI\) Policy and Strategy are available online.](#) We use a variety of methods to publicise the policy internally through student and colleague channels and it is sent to all senior colleagues and key University and College committees for dissemination.

The EDI Policy and Strategy were approved by Court of Governors, University Executive Board and Equality Diversity and Inclusion Committee and in the case of the EDI Policy subject to annual review with the supporting EDI Action Plan reviewed twice a year under the management of our EDI Committee

Our EDI Action Plan also incorporates actions associated with relevant accreditations and standards including:

- [Global Diversity, Equity & Inclusion Benchmarks \(GDEIB\)](#)
- [Mayor of London's Women's Night Safety Charter](#)
- [Athena SWAN](#)
- [The Aurora Programme](#)

We have the following supporting and aligned policies: [Diversity and Dignity at Work and Study Policy](#) and [Transgender Equality Code of Conduct](#)

2. Have Dedicated Resources

Resources for the design, implementation, and monitoring of GEPs may include funding for specific positions such as Equality Officers or Gender Equality Teams as well as earmarked working time for academic, management and administrative staff.

We have a dedicated Equality, Diversity and Inclusion Officer based in HR and OD and provide Workload Allocation (WAM) hours for Colleague Network Co-Chairs. In October 2021 we published our Equality, Diversity and Inclusion Resources guide providing a comprehensive overview of key work, groups, teams and support resources related to Equality, Diversity and Inclusion (EDI) at the University of Westminster.

Each school at the University has an EDI Lead embedded with this model to be replicated across Professional Services in 2022.

There is assured and dedicated funding to support our [colleague networks](#) who have been at the forefront of change-making through our equality, diversity and inclusion initiatives. By joining our networks, colleagues can benefit both professionally and personally by making a wide range of connections and engaging in such a way that will reward their role within Westminster.

3. Include Arrangements for Data Collection and Monitoring

GEPs must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress.

We publish an [Annual Equality, Diversity and Inclusion Report](#) to summarise the monitoring and benchmarking of the University's effectiveness in delivering the equality, diversity and inclusion agenda for all Westminster colleagues, report on progress and highlight issues and detail actions for the following year and satisfy compliance requirements.

We publish an [Annual Gender Pay Gap Report](#), legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2020. The University of Westminster's pay approach supports the fair treatment and reward of all colleagues irrespective of gender.

We publish an [Annual Equal Pay Review](#); an analysis of the university pay structure in order to identify and eliminate any gaps that cannot satisfactorily be explained on objective grounds other than gender.

We submit to the Annual Times Higher Education Impact Rankings, the only global performance tables that assess universities against the United Nations' Sustainable Development Goals (SDGs).

In 2021 we submitted for accreditation along with 1115 universities from 85 countries. For SDG 5 Gender Equality the University of Westminster Global ranking was 19th and for SDG 10 Reduced Inequalities Global Ranking 23rd.

Further detail is available in our [Annual Sustainable Development Goals Report](#)

4. Be Supported by Training and Capacity-Building

Actions may include developing gender competence and tackling unconscious gender bias among staff, leaders and decision-makers, establishing working groups dedicated to specific topics, and raising awareness through workshops and communication activities.

The recommended 5 thematic areas are embedded within our EDI Action Plan through training, development, curriculum and research development, reporting and events:

- work-life balance and organisational culture
- gender balance in leadership and decision-making

- gender equality in recruitment and career progression
- integration of the gender dimension into research and teaching content
- measures against gender-based violence including sexual harassment

As part of our Professional Development Review process, there is an overview of EDI at an organisational level to promote understanding, generate ideas for engagement, identify practical objectives and training needs to improve the individual and collective experience of Equality, Diversity and Inclusion within the University. This will help us to ensure everyone plays their part in creating a positive place and culture.

All colleagues agree at least one EDI objective that supports improving the individual and collective experience of Equality, Diversity and Inclusion within the University.

In 2022 we launched our colleague [Report and Support portal](#), which allows those working at the University to report experiences of bullying, harassment, sexual misconduct, racism, faith-related bullying and harassment, micro-aggression and hate crime. This includes incidents that have occurred on campus, online, inside or outside the Westminster community.

For further information please contact [Andy Norris](#) – Head of Culture and Inclusion

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