



20<sup>th</sup> April 2022

## Edge Hill University Gender Equality Plan Statement

Edge Hill University supports the aims of the [European Union and European Commission to create a gender-inclusive culture in the European Research Area](#). Higher education establishments are required to have a [Gender Equality Plan \(GEP\)](#) or equivalent documents to demonstrate their commitment to creating a gender-inclusive culture. This statement will demonstrate Edge Hill University's commitment to equality, diversity and inclusion, through the identification of our institutional documents, plans and activities that meet the mandatory requirements and which form the GEP for the purposes of eligibility for Horizon Europe.

Edge Hill University strives to ensure that all students, staff and visitors feel, safe, included and supported to be their very best in all that they do. The University believes it can only be the best it can be, with a high performing and diverse community, where all steps are taken to eliminate prejudice and discrimination. Edge Hill University's equivalent GEP documents go beyond gender equality and include the protected characteristics, as defined in the [Equality Act 2010](#), and other characteristic as identified in our [equality, diversity and inclusion strategy](#).

### Mandatory requirements

#### 1. Public document

The University's commitments and plans for gender equality are embedded within a range of documents and action plans. Edge Hill University believes that equality, diversity and inclusion is the responsibility of all and as such should be embedded in all that we do. The publicly available documents identified below demonstrate our commitment to gender equality and set out our goals and SMART action plans. All of the below documents are endorsed by the University's senior leadership team.

- [Equality, Diversity and Inclusion \(EDI\) Strategy](#)
  - Equality Diversity and Inclusion Goals 2021-2025
- [HR Excellence in Research Award](#)
- [Athena swan Bronze Award](#)
- [Gender Pay Gap reports](#)

#### 2. Dedicated resources

Edge Hill University has an Equality, Diversity and Inclusion Steering group (EDISG) that has responsibility for the development, implementation and monitoring of the University's equality, diversity and inclusion strategies, initiatives, and their action plans. The EDISG membership includes key members of staff with responsibilities for equality, diversity and inclusion (EDI) from across the University. EDISG is lead by Pro Vice-Chancellor for EDI and Dean of Education, and Human Resources (HR) provides dedicated administrative support.



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### 3. Data collection and monitoring

Edge Hill University collects a variety of data on staff and students. The data collected includes protected characteristics that are used to evaluate progress on our strategies, policies, processes and practices with the aim of identifying barriers and developing action plans to eliminate those barriers. Reports and progress are monitored by Edge Hill University's [Board of Governors](#). The key annual reports that review EDI include:

- Human Resources' Annual report
- Equality & Diversity Metrics Report
- [Access and Participation plans](#)
- [Gender Pay Gap reports](#)

### 4. Training

All staff receive mandatory EDI training, which must be refreshed periodically. Our training aims to increase awareness and understanding of bias and inequality and develop inclusive behaviours and practice. At Edge Hill University we also include EDI training within training for processes such as recruitment because we believe it is important to embed EDI into our practice. Alongside our mandatory and core training, as identified in our Athena swan and HR Excellence in Research Award action plans, Student Services and HR are continuing to develop a variety of resources and [toolkits](#) to support an inclusive environment.

Training for students is included in institutional inductions, course modules, and awareness raising activities are facilitated by Edge Hill University and Edge Hill's Student Union.

### Recommended requirements

In addition to meeting the mandatory requirements, Edge Hill University is committed to supporting equality, diversity and inclusion across all five of the thematic areas listed below. These themes are included in our [Athena swan](#) and [HR Excellence in Research](#) awards and action plans.

1. **Work-life balance and organisational culture**
2. **Gender balance in leadership and decision-making**
3. **Gender equality in recruitment and career progression**
4. **Integration of the gender dimension into research and teaching content**
5. **Measures against gender-based violence, including sexual harassment**

Yours sincerely,

Dr John Cater  
Vice-Chancellor