



Nottingham Trent
University

Nottingham Trent University Gender Equality Plan

Nottingham Trent University (NTU) is dedicated to creating a safe and inclusive space for all who work and study with us. We have developed this Gender Equality Plan (GEP) to reflect how our policies and practice align with the EU gender equality requirements.

Below are the four requirements of the GEP and an explanation of how NTU aligns with this.

- 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 institutional Athena SWAN bronze award is published on our website, is available and promoted to all staff. Each of our academic Schools has an Athena SWAN champion and through our Athena SWAN action plans, we actively promote gender equality across the institution. Our Athena SWAN award is supported and ratified by our Vice-Chancellor and progress on our action plans are reviewed and monitored by University Executive Team and the Board of Governors.

- 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 dedicated £750k of additional financial investment to the development of our Athena SWAN action plans. Each School has been resourced with an Athena SWAN Champion (0.2fte), who supports the School directly to advance local School/department Athena SWAN activity leading to award submissions. All Schools are working towards an Athena SWAN submission with two departments already achieving an Athena SWAN Bronze award, (Psychology and Sports Science), with the Department of Psychology working towards Silver award. Support for School/departmental submissions include:

- Standardised and bespoke data reports provided centrally.
- Facilitated and supported Champions' Forum to provide access to information and share best practice.
- An internal online resource hub.
- A programme of development opportunities, e.g., access to Advance HE workshops, Regional EDI/Athena SWAN network meetings, Working Families Roundtable events etc.
- KPIs are set as part of the annual School review process that relate to each School's AS activity that will lead to future submissions.

- 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 collect a range of metrics which are used to inform our ongoing Athena SWAN action plans. These data include academic and research staff data by gender and grade over the past five years for Science, Technology, Engineering, Mathematics and Medicine (STEMM) and Arts, Humanities, Social Sciences, Business and Law (AHSSBL) staff. NTU academic and research staff proportion of male and female staff identifying as Black and Minority Ethnic (BME)/white by grade. Equivalent data sets are maintained for colleagues on fixed term contracts or research only contracts, hourly paid lecturing staff and professional services staff. Each data set is linked directly to an Athena SWAN Action Plan with clear and measurable objectives to support gender equality. Annually we monitor, review, and publicly report on our organisational gender pay gaps, and consider the effectiveness of our actions in supporting our gender equality objectives. In line with the Concordat to Support the Career Development of Researchers Human Resources the Concordat Management Group reviews the data from the Culture, Employment and Development in Academic Research Survey (CEDARS) to corroborate recognition of equal treatment for all colleagues.

- 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.

Unconscious Bias, and Equality, Inclusion and Respect training are a mandatory requirement for all staff at NTU. NTU provides in-house training via Organisational Development (OD) based within HR. Annually NTU promotes and celebrates International Women's Day (8th March) and International Men's day (19th November), providing programmes of events and speakers to raise awareness in relation to gender equality, challenge issues such as gender stereotyping and negative bias, whilst promoting positive role models to encourage, support and inspire our students and colleagues within NTU to be gender positive. NTU provides training across a range of equality issues, this also includes trans awareness.

NTU has a proactive Women's Network, and a Gender Task Group within NTU's Employability Team, along with a dedicated team focussed upon raising awareness to tackle such issues as sexual violence and offer specific training, advice, guidance, and support as part their service.

NTU has comprehensive policies covering Equality, Diversity, and Inclusion (EDI), and Dignity and Respect. NTU provides guidance and templates for areas to undertake equality analysis and considerations work, inclusive of equality impact assessments where applicable.

Useful links to draw upon for the site and provide evidence:

Links to AS, EDI Annual Report and the Organisational Gender Pay Gap reports

[Equality, Diversity and Inclusion | Nottingham Trent University](#)

NTU are a member of Where Women Work:

[Islamophobia Awareness Month at Nottingham Trent University \(wherewomenwork.com\)](#)