

Gender Equality Plan

Abertay University is committed to ensuring and promoting gender equality. Equality, diversity and inclusion for staff and students is at the heart of our purposes as a University:

- To offer transformational opportunities to everyone who has the ability to benefit from Abertay's approach to university education;
- To inspire and enable our students, staff and graduates to achieve their full potential and to have a positive impact on the world around us;
- To prepare students for the world of work and a life of learning.

Our Gender Equality Plan is embedded within a range of initiatives, reports and action plans in line with our mainstreamed approach to promoting equality, diversity and inclusion.

Since 2013, Abertay has been a member of the Athena Swan Charter, which is a framework to support and transform gender equality within higher education and research. Ongoing self-assessment, action planning and progress through the Athena Swan framework is key to gender equality work at Abertay. Our gender equality plan is predominantly set out in our [Athena Swan Action Plan 2018-22](#).

Abertay's gender equality plans are also addressed in our [Equality Mainstreaming Report](#), which reports on progress and plans for the range of equality, diversity and inclusion at Abertay University every two years.

Our approach to the promotion of equality, diversity and inclusion encompasses a wide range of policies, practices and initiatives. In respect of our gender equality plan these include the following elements¹:

- *Dedicated resources*: The University dedicates both staff and financial resources to gender equality. Leadership is by the IDEA (Inclusion Diversity and Equality at Abertay) Management Group in addition to the University's Athena Swan Self-Assessment Team, which focusses on gender equality. Both groups include senior managers and staff with professional expertise in gender equality. The University supports and funds a range of initiatives and resources to implement our gender equality plans.
- *Data collection and monitoring*: The University undertakes in-depth analysis of annual sex/gender disaggregated data on staff and students as part of the Athena Swan framework and Equality Mainstreaming Report.
- *Training*: The University provides training for all staff and decision makers on equality and unconscious bias.

¹ Requirements for a Gender Equality Plan specified by Horizon 2020

- *Other areas:* The University's Athena Swan self-assessment and action plan addresses the areas of: *work-life balance and organisational culture; gender balance in leadership and decision-making; and gender equality in recruitment and career progression.* As well as being covered by our Athena Swan work, *measures against gender-based violence including sexual harassment* are addressed through staff and student policies and initiatives, including a reporting system and support. *Integration of the gender dimension into research and teaching content* is addressed as part of ongoing curriculum review by Schools and academic development by Abertay Learning Enhancement Academy, and a number of Abertay's academic and research staff are engaged in research specifically relating to gender.

We are committed to taking forward our gender equality plan as set out above, and to a continuous process of self-assessment, action and review of progress in order to further gender equality for Abertay University's students, staff and the wider community.



Professor Nigel Seaton
Principal and Vice-Chancellor
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