

Leeds Beckett University Gender Equality Plan

We are committed to gender equality at Leeds Beckett and have been a member of the Athena SWAN Charter for gender equality since June 2014. In May 2017, we were awarded the Athena SWAN Bronze Charter at institution level and are currently working on our new application which will be submitted at the end of May 2022 .

Our Gender Equality Plan reflects our commitment to advancing gender equality for our colleagues, students and our community.

1	<p>Our Gender Equality Plan is a published document, endorsed and signed by our University’s senior leadership team.</p> <p>Our latest University Athena Swan application and action plan will be published online. The Athena Swan action plan correlates to our Gender Equality Action Plan (GEP) that is set out below. Our GEP has been fully supported by our Vice Chancellor, Professor Peter Slee, and the University Executive Team (UET). Our Deputy Vice Chancellor, Tracy Lancaster, chairs our Equality, Diversity and Inclusion (EDI) Committee and as a member of UET ensures that our GEP is embedded in University strategy. Our Board of Governors also receives a termly report on progress against EDI priorities, which includes gender equality.</p>
2	<p>We have dedicated resources for gender equality and the broader EDI agenda at LBU</p> <p>We have dedicated resources to ensure the delivery of the GEP. At University-level we have our Associate Director for Equality, Diversity and Inclusion (EDI), who leads our EDI Team including an EDI Manager and also a Coordinator. The EDI Team works closely with our Colleague Equality Networks, School and Service-level EDI Committees and our student communities and representatives at the Leeds Beckett Students Union (LBSU). Our Gender Forum and the Women’s Community Leader (LBSU), which is a paid role, play a key role in our cross-institution approach to gender equality for our colleague and student communities</p> <p>The EDI Team supports the overall governance of our EDI Committee as well as the Athena Swan and Race Equality Charter (REC) Self-Assessment Teams. Our Athena Swan Action Plan / GEP will be incorporated into a 5-year institutional EDI plan that will be aligned to the REC and support the new LBU strategic framework. Progress against the plan will continue to be monitored annually by EDI Committee and termly by UET and the Board of Governors Finance, Staffing, Resources Committee (FSRC). The Athena Swan Self-Assessment Team (SAT) will also meet once a year to keep the Athena Swan / GEP plan ‘live’ with updates. There is a dedicated budget to support EDI activity and the GEP, held by the EDI Team.</p> <p>Actions Planned</p> <ul style="list-style-type: none">• Contribution to EDI activity, including gender equality, will be embedded in our Contribution Reward Policy and Scheme• Contribution to EDI activity will be embedded in our University workload allocation model and principles. This will also enable us to monitor if women undertake a disproportionate amount of certain activities and undertake interventions in response• We will enhance the impact of our Colleague Equality Networks, through improved time allocation, new steering groups and strategic support
B	<p>Data Collection and Monitoring</p>

	<p>We use our workforce and student data sets to form an evidence based GEP which is founded on quantitative demographic data, including disaggregated data on sex, as well as other protected characteristics. We publish this data on our website annually. To monitor and assess equality progress at School and Service level, EDI data is available to senior managers on our Tableau server. Our Data and Insights Team also support gender equality activity via Athena Swan, which entails extensive data collation and analysis to inform evidence-based interventions. We triangulate this with qualitative data from our institutional Colleague and Student surveys to understand the lived experiences of our diverse communities and to assess progress and the impact of our GEP.</p> <p>We conduct an institution-wide equal pay audit and publish our gender pay gap report annually.</p> <p>Actions Planned</p> <ul style="list-style-type: none"> • All Schools and Services will have a data-driven EDI plan with KPI's that will be scrutinised by UET and, in aggregate, by the Board of Governors. The EDI plans will be informed by our new Inclusion Self-Assessment Tool (ISAT) methodology, which is a participatory, workshop-led approach • We will develop more sophisticated metrics (such as <i>process</i> metrics, in addition to <i>outcome</i> metrics) to track progress on gender equality and design meaningful interventions
4	<p>Training</p> <p>All colleagues receive mandatory EDI training during their induction to increase their awareness and understanding of equity and bias, as well as the principles of the Equality Act 2010. This e-learning module is compulsory for our new starters joining LBU.</p> <p>It is also mandatory for anyone involved in a recruitment process (panel members) to undertake our Recruitment and Selection Training focused on fair conduct and unconscious bias. We have a 95% completion rate for this.</p> <p>We offer bespoke development opportunities such as our Diversity Mentoring scheme and Women in Leadership programmes (Aurora). We also monitor uptake of our general leadership programmes to ensure a good gender balance and take targeted action to address this if it is not the case.</p> <p>Actions Planned</p> <ul style="list-style-type: none"> • UET and all senior leaders will lead the way in participating in a bespoke programme of face-to-face EDI training. EDI will also be embedded in our new leadership and management training offer • The EDI Team is undertaking a training needs analysis with Schools and Services to take a strategic, consistent approach to upscaling high-impact EDI training across the institution • EDI training will take place for PhD supervisors
5	<p>Work life Balance and Organisational Culture</p> <p>We are proud to promote flexible ways of working that enable people of all genders to strike a good work life balance within an organisational culture that promotes wellbeing. New Flexible Working Policies, Principles and guidance were launched in early 2021, following the increase in remote working due to Covid-19. We have held '<i>Let's Talk Flexible Working</i>' panel discussions to provide managers with support on a more informal approach to</p>

	<p>agreeing flexible working requests, with managers encouraged to do their best to agree to requests. The Working Families 'Happy to Talk Flexible Working' logo is displayed on all of our advertised vacancies. Our People and Organisational Development (POD) Team pages host a library of dedicated Wellbeing resources. Our HR Service have implemented a number of bespoke support interventions for colleagues preparing for or returning from Maternity Leave and those with caring responsibilities (Working Carers Network).</p> <p>Actions Planned</p> <ul style="list-style-type: none"> • Our 'new ways of working' principles and guidance will further enable greater flexible working
6	<p>Gender Balance in Leadership and Decision Making</p> <p>Our academic roles are gender balanced until Grade 11 and the proportion of female professors (45%) is well above the sector average. In professional services there is a good gender balance in middle and senior management positions.</p> <p>Our Athena Swan activity focuses on understanding systemic barriers at different points in women's careers and taking targeted action in response, with the aim of achieving a gender balance in leadership roles.</p> <p>Actions Planned</p> <ul style="list-style-type: none"> • We will continue to insist on gender-balanced longlists for senior appointments via executive search firms (last year it was 45% female across all senior posts) • Activities listed below will support our aspiration to have gender balanced leadership
7	<p>Gender equality in recruitment and career progression</p> <p>The gender composition of our recruitment panels is closely monitored to promote a gender balance in accordance with our Recruitment and Selection Policy. Academic promotion rates are equal for men and women. We closely monitor applications and outcomes and scrutinise our processes.</p> <p>Our Equity and Inclusion Research Fund was implemented in 2022 and provided funding to support under-represented researchers.</p> <p>Actions Planned</p> <ul style="list-style-type: none"> • The University will undertake a multi-phased recruitment review and take an evidence-based approach to improving system design, practices and interventions • We will develop and implement a strategic approach to supporting women returning from maternity, including a more consistent approach to modified workloads upon return, so that women do not lose research momentum • We will ensure gendered factors, such as additional caring responsibilities, are fully factored into our promotions procedures
8	<p>Integration of the gender dimension into research and teaching content</p>

Our Centre for Learning and Teaching (CLT) has developed an Inclusive Course Design Tool for Schools, which includes gender equality, to implement when designing their teaching modules. Course teams then need to develop inclusivity plans which are embedded in our quality assurance and monitoring processes.

There are many examples of EDI-related research which has profound positive impacts on communities involved, for example 16/54 of our Research Excellence Framework (REF) impact case studies had a significant EDI component in topics such as “Improving gender equity within sport coaching workforces” and “Gender, Conflict, and Peacebuilding”. Also the EU-funded #WECAN (Women Empowered through Coaching and Networking) project utilises our research to build leadership skills of women (273 so far) managing regional businesses.

9 **Measures against gender-based violence, including sexual harassment**

In our University community there is no place for bullying, any form of harassment or sexual misconduct, which includes sexual violence. LBU launched its Support Report Respect platform in 2021 and a new accompanying policy. Support interventions for colleagues and students affected include our specialist Student Services support, Employee Relations advice and a cohort of 25 dedicated Dignity and Respect Advisors.

LBU is a local partner of the Leeds City-wide [‘Ask for Angela’ Campaign](#) with Leeds City Council and the [Women Friendly Leeds](#) initiative focussed on preventing and addressing gender-based violence and sexual harassment, wherever it may occur.

Actions Planned

- LBU and LBSU will continue to raise the profile of our Support Report Respect platform
- Student Services will utilise funding provided by West Yorkshire police and be a lead partner on their ‘ending violence against women and girls’ initiatives