

## Gender Equality Plan

At Rothamsted Research we are committed to creating a fairer and more inclusive institution for all staff, students, visitors, and wider community, where equality, diversity and inclusion is an integral part of the institute's strategy, values and activities. Staff and students recognise that we all have a key role to play in making this a reality.

The Institutes plans for gender equality are/will be embedded within a range of initiatives and actions in our developing equality, diversity and inclusion and HR strategic plans.

The Rothamsted equality plan (GEP), enables us to focus in on gender inequalities and assist in setting gender-specific measures as part of our wider EDI work.

The main actions of our plan are outlined in the following sections which ensure our compliance with external funders.

### **Mandatory requirements**

#### **Public document**

*The GEP must be a formal document published on the institution's website, signed by the top management and actively communicated within the institute. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.*

Our GEP is a public document published on our website. It is aligned to Rothamsted's Strategy, summarised in the Directors statement within our culture theme "to act as an exemplar of positive research culture for individuals and research teams, embedding and promoting diversity and equality and providing an inclusive and supportive environment for development". It is fully supported by our Institute Director and Executive Team. We hold Athena Bronze Award. This demonstrates our commitment to gender equality and provides us with an action plan against which we measure our progress and success.

### **Dedicated resources**

*The GEP must have dedicated resources and expertise in gender equality to implement the plan. Organisations should consider what type and volume of resources are required to support an ongoing process of sustainable organisational change.*

We have a dedicated equality, diversity and inclusion team focussed on our employees. The team supports, integrates and co-ordinates work to foster EDI within research and our community. A gender equality team is a sub-group of the EDI Committee.

This team together with the EDI committee has oversight of Staff networks, EDI training and Champions and forms part of our dedicated resource reporting to the Institute Executive Committee. The Director, and Chair of the Institute Executive Committee, provides a quarterly report to the Rothamsted Board of Trustees.

### **Data collection and monitoring activities**

*Organisations must collect sex/ gender disaggregated data on personnel (and students, for the establishments concerned) with annual reporting based on indicators. Organisations should consider how to select the most relevant indicators, how to collect and analyse the data, including resources to do so, and should ensure that data is published and monitored on an annual basis. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress.*

The institute makes a commitment to publish equality and diversity data annually to assess the progress made and challenges faced in achieving our equality and diversity objectives. The latest and previous Gender Pay Gap can be found [here](#). We are currently working to improve data collection and reporting on the diversity of our workforce.

## **Training**

*The GEP must also include awareness-raising and training actions on gender equality. These activities should engage the whole organisation and be an evidence-based, ongoing and long-term process. Activities should cover unconscious gender biases training aimed at staff and decision-makers and can also include communication activities and gender equality training that focuses on specific topics or addresses specific groups.*

All staff are required to complete a mandatory EDI training module upon commencement at Rothamsted Research. All line managers and project leaders are also required to undertake advanced EDI training. This training needs to be refreshed every three years. All training is recorded and monitored using our ERP system, which also includes automatic reminders for staff.

We are committed to delivering awareness raising activities in neurodiversity, new and expectant mothers at work, menopause, recruitment, bullying & harassment, etc., as part of our e-learning platform and wider EDI training.

A newly developed mentoring scheme due to be launched this year will also provide targeted development opportunities.

## **Gender equality plan: actions**

In addition to meeting the mandatory process related requirements, we are committed across all five of the thematic areas recommended by the European Commission as follows:

### **Work-life balance and organisational culture**

Actions addressing our EDI culture, including gender equality, and work-life balance are currently being considered. Our culture survey, in development and championed by our staff, will assess our diversity, gender equality and work-life balance.

Work life balance and a flexible, responsive approach to work is encouraged through key policies and guidance such as our newly created Homeworking Policy, our Shared Parental Leave policy, Menopause guidance and Flexible Working Policy, for example. Increased annual leave and our Employee Assistance Programme also supports this.

### **Gender balance in leadership and decision-making**

Our continued and on-going commitment to the principles of the Athena SWAN Charter provides the institute with a clear framework to recognise equality of opportunity for all and demonstrates our determination to address unequal gender representation across academic disciplines and across professional and support functions.

We will continue to take positive action to address any gender imbalance at the more senior levels of the institute with newly created committees, positive recruitment processes, talent reviews, mentoring, promotion processes which all support career progression in every way that is possible.

### **Gender equality in recruitment and career progression**

Actions addressing gender equality in recruitment and career progression are covered in the recruitment and retention pillar of the Rothamsted HR Strategy and culture theme of the Directors Statement outlining the institute's Strategy. This will also be covered in our Athena Swan renewal.

### **Integration of the gender dimension into research**

We are dedicated to cultivating a research environment that actively promotes gender inclusivity across all aspects of our research areas and endeavour to systematically monitor and enhance inclusivity within our research community.

We will create an inclusive atmosphere where relevant individuals, of all genders will have the opportunity, and are encouraged, to participate in project planning meetings or discussions.

We will provide equitable opportunities for everyone to attend conferences and workshops and recognise the significance of diverse perspectives in enhancing the richness of our research endeavours.

We will guide and offer support to every scientist during grant development and manuscript preparation, ensuring equitable recognition for contributions and considerations for first and corresponding authorship.

We will attract diversity through our recruitment processes in order to aim to achieve gender balance in all appointments, including our cohort of scientists eligible to apply for grants and particularly those who can be designated as Principle Investigator.



### **Measures against gender based violence including sexual harassment**

Rothamsted Research has a zero-tolerance approach to gender based bullying, harassment, or violence. A Bullying and Harassment policy and procedure is in place. Bullying and harassment training and sexual harassment awareness training will soon become mandatory.