

University of the West of Scotland Gender Action Plan Compliance Statement

The University of the West of Scotland (UWS) is committed to ensuring and promoting gender equality. The University's plans for gender equality are embedded within a range of initiatives and reports and action plans in line with our mainstreamed approach to equality, diversity and inclusion. UWS meets the mandatory requirements for a gender equality plan (GEP) as set out by Horizon Europe through our Public Sector Equality Duty Report and our Athena Swan submission. The mandatory requirements are outlined below with a short statement on how we meet this requirement.

Be a public document

Specific requirement: 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 [Public Sector Equality Duty report](#) details how we are mainstreaming Equality, Diversity and Inclusion and details our Equality outcomes action plan 2021 - 25. These demonstrate a commitment to gender equality and set out clear goals, which include specific, measurable, achievable, relevant and time bound actions. The Public Sector Equality Duty report is signed off by senior leadership within the university – including our University Court and Vice Chancellors Executive Group.

The UWS GEP is approved by our Vice Chancellors Executive Group and is publicly available on our EDI web page – [Equality, Diversity & Inclusion at UWS](#).

Have dedicated resources

Specific requirement: 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.

The University of the West of Scotland has three full time EDI posts. An Associate Dean for Equality Diversity and Inclusion, an Equality Diversity and Inclusion Consultant, and an Equality Diversity and Inclusion Advisor. While EDI is a matter that permeates the organisation, these posts are specifically responsible for overseeing EDI within the University of West of Scotland.

Include arrangements for data collection and monitoring

Specific requirement: 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.

As per the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the university has a legal obligation to collect data in relation to employee information. This report was last compiled in April 2021.

The statistical data on Equal Pay and Occupational Segregation Reporting (this includes gender and ethnicity pay gap reviews) and Court, Staff and Student Equalities Monitoring can be found in the [Public Sector Equality Duty report](#) Appendices.

Be supported by training and capacity-building

Specific requirement: 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.

EDI training on unconscious bias, Inclusion Essentials and other EDI topics are available to all staff. Some EDI modules are also available to students. These are accessed via internal pages which staff can access [here](#) and students can access [here](#).

The University also has a dedicated [EDI webpage](#) for all staff and students, which includes information, toolkits, and guidance.

Several [policies related to EDI](#) can be found on our website such as our Equality, Diversity & Human Rights Code, Equality Impact Assessment Toolkit, and Menopause Guidance for Managers.