



UNIVERSITY OF THE  
WEST of SCOTLAND  
**UWS**

# Gender Equality Plan *2025*



**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.**

**This Gender Equality Plan (GEP) outlines how UWS meets the European Commission eligibility criterion through Athena Swan, our Public Sector Equality Duty requirements and reports, and broader Equality, Diversity and Inclusion (EDI) work.**

GEP's must meet four mandatory process-related requirements including:

### **1. Public Document**

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

### **2. Dedicated Resources**

A 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.

### **3. Data Collection and Monitoring**

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.

### **4. Training**

The GEP must 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.

**Below is an outline of how UWS meets the requirements of the Horizon Gender Equality Plan.**

## **1. Public document**

The Gender Equality Plan is approved annually by VCE and is received through the University's Research and Innovation Committee for assurance purposes. It is also shared with the University's Equality, Diversity and Inclusion Committee.

UWS has several existing strategies and actions plans which are published on our website and signed off by top management which set clear goals and details actions and measures to complete them.

[Public Sector Equality Duty Reports](#) are a statutory duty under the Equality Act 2010 and Public Sector Equality Duties (Scottish Specific Duties). The reports contain action plans on advancing equality of opportunity at the University, developed in consultation with our staff and students. These reports are published online and are publicly available. The Public Sector Equality Duty Report was approved by the EDI Committee and the Vice-Chancellor's Executive.

[UWS' Bronze institutional Athena Swan Submission](#) is available online. The submission and associated action plan were created in consultation with and endorsed by senior leaders across UWS. The Athena Swan Action Plan and Submission were approved by the Vice-Chancellor's Executive.

All of these documents are actively communicated within the institution through several channels including internal newsletters, staff meetings, and on social media channels.

## **2. Dedicated resources**

At the most senior level, the Deputy Vice-Chancellor provides strategic leadership of the Equality, Diversity and Inclusion agenda.

Dedicated employee resource for EDI includes the Associate Dean for Equality Diversity and Inclusion, the Equality Diversity and Inclusion Consultant, an Equality Diversity and Inclusion Coordinator and an Equalities, Organisational Development and Occupational Health Coordinator.

There are several Committees and working groups which support the mainstreaming of EDI throughout UWS including:

- The Athena Swan Self-Assessment Team, chaired by the Deputy Vice-Chancellor
- The EDI Committee, chaired by the Deputy Vice-Chancellor
- The EDI and Wellbeing Coordination Group, chaired by the VP People and Student Wellbeing
- The EDI Champions' Forum, chaired by the EDI Consultant

### **3. Data collection and monitoring**

Data on the gender pay gap, Court, Staff and Student Equalities Monitoring can be found in the Public Sector Equality Duty report Appendices. These were formerly reported on a biannual basis.

From May 2025 this data is published on an annual basis in separate reports including annual reports on:

- Employee equality monitoring
- Student equality monitoring
- Equalities mainstreaming and equality outcomes
- Gender Pay Gap report (including occupational segregation, gender and ethnicity pay gap information)

### **4. Training**

Two EDI induction modules with a focus on psychological safety are hosted online and completed by all staff. A host of face-to-face training sessions are also available to all staff including:

- Introduction to, and building confidence in, Equality Diversity and Inclusion. This training covers key EDI concepts such as unconscious bias and encourages participants to think about and gain an understanding of their own identities. The session encourages employees to help create inclusive working environments.
- Recruitment Panel Chair training which must be completed by panel chairs before chairing a recruitment panel
- Transgender Awareness training which informs participants about transgender identities and experiences
- Equality Impact Assessment (EIA) training to give participants real-life examples and allows them to practise filling out an EIA.

UWS also runs a Women's Leadership Development Programme (WLDP) aimed at women at an early stage in their career and who are interested in progressing their career further. The programme provides a platform to assist women to develop their leadership knowledge, skills and confidence and create a safe environment where self-confidence and skills are nurtured and developed.

Equality, Diversity and Inclusion (EDI) is at the forefront of the implementation and planning of the Research Excellence Framework and a critical assessment element within the environment. The UWS REF2027 Strategy recognises the pivotal role that EDI plays in the research culture and states that EDI evaluations and Equality Impact Assessments must be carried out on a regular basis. To facilitate Unit of Assessments Leads preparation for the forthcoming exercise, training sessions were run on the role of EDI in REF. The sessions were led by the Associate Dean EDI and the EDI Consultant.

## UWS GEP Action Plan

UWS participates in several external processes such as Athena Swan and the Race Equality Charter which touch on related issues around EDI. The University adopts an integrative approach and the GEP action plan below summarises where actions specific to GEP coincide with equivalent or similar institutional commitments.

Horizon Europe Gender Equality Plan Criterion	Action	Action Plan	RAG Status
Work-life balance and organisational culture	In line with our People Priorities commitment to 'develop our people and enhance performance,' training to be provided for all line managers. This will improve staff confidence in adopting a 'zero tolerance' approach using the Dignity and Respect Guidelines.	<a href="#">Athena Swan Action Plan</a>	Work to progress in 2026
	Senior Leadership Teams should undertake refresher training on a biennial basis to exemplify appropriate behaviours and demonstrate how to act as active bystanders and allies.	<a href="#">Athena Swan Action Plan</a>	On track
	Clear communication plan to be implemented to raise awareness and increase confidence in the Report & Support platform amongst students and staff and actively monitor and report on use of this platform.	<a href="#">Athena Swan Action Plan</a>	Activity progressed. However, end date for completion extended.
	Implement UWS trans / non-binary inclusion guidelines and resources, incorporating into University communication policies, procedures, and guidelines for staff and students.	<a href="#">Athena Swan Action Plan</a>	On track
	In line with our People Priorities commitment to 'develop our people and enhance performance,' introduce a targeted and specialist EDI training portfolio for students and staff.	<a href="#">Athena Swan Action Plan</a>	On track
	Develop and implement a staff Wellbeing Plan in response to the wellbeing (pulse) survey	<a href="#">Athena Swan Action Plan</a>	On track

Horizon Europe Gender Equality Plan Criterion	Action	Action Plan	RAG Status
	outcomes regarding workload and work life balance, with emphasis on the University's approach to hybrid working.		
	Restart and refresh EDI and Wellbeing Coordination group.	<a href="#">Athena Swan Action Plan</a>	Complete
	Review the outcome of the wellbeing survey and design targeted actions based on outlier response rates by job family, campus, sex, specific ethnic groups and those identifying as trans / non-binary.	<a href="#">Athena Swan Action Plan</a>	On track
Gender balance in leadership and decision making	Conduct a gap analysis to identify the scope of relevant EDI data to be captured at each key touchpoint in the student and staff journey, and create consistent, shared, and detailed evidence to monitor, analyse and report at school, service, and institutional level to support early interventions where concerns are identified.	<a href="#">Athena Swan Action Plan</a>	On track
	All four schools undertake a self-assessment and submit an Athena Swan Bronze Charter application with support from institutional SAT.	<a href="#">Athena Swan Action Plan</a>	On track
	Targeted marketing and communications to address academic discipline and occupational segregation, adopting a gendered and intersectional approach to reviewing representation for each area.	<a href="#">Athena Swan Action Plan</a>	End date for completion extended.
	Revise the approach to EIA review and sign off: consulting EDI network knowledge in their areas to implement a more robust EIA revision process; and increase the capacity within the	<a href="#">Athena Swan Action Plan</a>	On track

Horizon Europe Gender Equality Plan Criterion	Action	Action Plan	RAG Status
	EIA review and sign-off process to include a diverse assessment team and prevent a single point of failure.		
Gender equality in recruitment and career progression	Increase and widen participation in internal programmes and activities that are designed to address occupational segregation, e.g., Women's Leadership Programme, Management Development Programme, HighHER, etc.	<a href="#">Public Sector Equality Duty Report 2023</a>	On track
	Continue working towards programmes which will deliver an intersectional approach to improvement e.g., Athena Swan, HR Excellence in Research and the Race Equality Charter.	<a href="#">Public Sector Equality Duty Report 2023</a>	On track
	Review and revise the recruitment process, including channels used to advertise and the use of recruitment materials, to ensure we are effectively targeting gender underrepresentation in subject areas according to appropriate benchmarks.	<a href="#">Athena Swan Action Plan</a>	Activity progressed. However, end date for completion extended.
	Undertake quantitative and qualitative data analysis of applicant characteristics and success rates through the recruitment process at subject level, to understand relative success levels by gender and overcome internal barriers to the successful progression of gender-diverse applicants.	<a href="#">Athena Swan Action Plan</a>	On track
	Disaggregate anonymised recruitment and selection data for all protected characteristics prior to GDPR redaction enabling intersectional analysis and establishing a set of	<a href="#">Athena Swan Action Plan</a>	Activity progressed. However, end date for completion extended.

Horizon Europe Gender Equality Plan Criterion	Action	Action Plan	RAG Status
	baseline data against which we can measure success.		
	Intersectional analysis of recruitment and selection data is undertaken at all stages of recruitment to understand applicant characteristics and success rates and overcome barriers facing female BME candidates.	<a href="#">Athena Swan Action Plan</a>	On track
	Develop case studies, including video testimonials, for publishing on UWS jobs page, highlighting success of female BME staff who are underrepresented by role type to ensure we are effectively targeting intersectional underrepresentation according to appropriate national benchmarks.	<a href="#">Athena Swan Action Plan</a>	On track
	Monitor and evaluate the impact of the new academic career development framework (that include alternate pathways to promotion) on application and success rates of female staff, and those who work part-time, reviewing practices and making recommendations to address any negative impacts to VP People & Student Wellbeing, establishing baseline data through every stage of the process against which we can measure success.	<a href="#">Athena Swan Action Plan</a>	On track
	Develop and implement a career development approach for PSS staff.	<a href="#">Athena Swan Action Plan</a>	On track
	Increase upskilling and support for staff to improve eligibility for promotion, such as the design and implementation of programmes, (e.g. Mentoring) to	<a href="#">Athena Swan Action Plan</a>	On track



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	enhance and extend the leadership opportunities of existing UWS male and female BME staff.		
Integration of the gender dimension into research and teaching content	Academic programme teams co-design, develop and implement principles for inclusive curriculum design and delivery to ensure that equality, diversity and inclusion are fully embedded, and that all students can see themselves reflected.	<a href="#">Athena Swan Action Plan</a>	On track
	Capture and review intersectional outcomes for UG and PGT students to understand the impact of sex, ethnicity, and domicile on progression.	<a href="#">Athena Swan Action Plan</a>	On track
	Implement modules for students with a specific focus on EDI within the Academic, Social and Professional skills for Innovation, Reflection and Endeavour (ASPIRE) curriculum.	<a href="#">Athena Swan Action Plan</a>	On Track
	EDI champions lead school-based working groups to support EDI calendar campaign activity and share best practices in teaching, learning, and research with the EDI champion forum, with reporting on activity to EDI Committee.	<a href="#">Athena Swan Action Plan</a>	On Track
	Develop a pilot programme to support departments to engage in meaningful, discursive engagement with Research Culture Training on Equality, Diversity & Inclusion, Bullying & Harassment and Research Integrity across the institution at induction and on an ongoing basis.	<a href="#">HR Excellence in Research Action Plan</a>	On Track
	People and Wellbeing will provide workshops relevant to equality, diversity and inclusion,	<a href="#">HR Excellence</a>	On Track

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	wellbeing, and mental health, and to monitor new training needs in these areas and schedule or adapt provision accordingly as part of normal business.	<a href="#">in Research Action Plan</a>	
Measures against gender-based violence, including sexual harassment	Through the new Athena Swan survey, gather feedback from students and staff with respect to the Dignity and Respect Guidelines and Report and Support, establishing a baseline data set for evaluating the effectiveness of, and confidence in, these support mechanisms.	<a href="#">Athena Swan Action Plan</a>	On track
	Clear communication plan to be implemented to raise awareness and increase confidence in the Report & Support platform amongst students and staff, and actively monitor and report on use of this platform.	<a href="#">Athena Swan Action Plan</a>	Activity progressed. However, end date for completion extended.
	Increase embedding of Report and Support to ensure that staff and students know how to access support about violence, abuse, harassment and how to report their experiences.	<a href="#">Public Sector Equality Duty Report 2023</a>	Activity progressed. However, further work required.
	In line with the Equally Safe Agenda UWS student support staff undertake training sessions delivered by external partners.	Action in progress – to be included in <a href="#">PSED 2025</a>	On Track
	UWS provides information on <a href="#">consent and Gender Based Violence</a> on a public webpage aimed at students.	Action in progress – to be included in <a href="#">PSED 2025</a>	On Track
	Residences staff attend training on gender-based violence to support students who make disclosures of GBV.	Action in progress – to be included in <a href="#">PSED 2025</a>	On Track

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	Gender-based violence support information stickers placed in all UWS Residences rooms.	Action in progress – to be included in <a href="#">PSED 2025</a>	On Track
	Safe Zone app is available to all students and staff. The app directs users straight to security who then immediately call, text, or email depending on capacity to receive a phone call.	Action in progress – to be included in <a href="#">PSED 2025</a>	On Track
	The University marks 16 days of Gender Based Violence (GBV) to raise awareness of GBV through a host of activities.	Action in progress – to be included in <a href="#">PSED 2025</a>	On track



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