

EU Horizon Europe: Gender Equality Plan Statement

Liverpool John Moores University has a strong commitment to enacting a range of sustainable structural and cultural changes in order to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.

To achieve these aims, the University has developed a Gender Equality Plan as part of our continued commitment to the Athena SWAN charter. The University first achieved Bronze Athena SWAN Accreditation in April 2014, and this was successfully renewed in 2018. In addition to the institutional accreditation, the following departments have successfully secured Athena Swan recognition: Sports & Exercise Science (SPS) School of Sports and Exercise Science (SPS), Liverpool Business School (LBS), Astrophysics Research Institute (ARI) and Pharmacy & Biomolecular Sciences. Five other departments are working towards applying for the Athena Swan Award, and together this represents a major effort to address gender issues and tackle inequality.

The Athena SWAN Action Plan is a living document, overseen by the Athena SWAN working group which is chaired by a senior Pro Vice-Chancellor. The work of the group, which is extended to a number of active Self-Assessment Teams at School level, includes the following elements essential to maintaining a gender equality commitment:

- **Dedicated Resources:** Athena SWAN is supported by a dedicated Equality, Diversity and Inclusion Manager, a University-level steering group, and a network of Athena Swan leads within each School, with associated workload allocations. Faculty Pro Vice-Chancellors and Directors of School regard Athena Swan as a strategic priority for their departments.
- **Data Collection and Monitoring:** disaggregated data is collected, analysed, monitored, and is used to inform policy development as detailed in the Athena SWAN Action Plan.
- **Training:** The University provides training for all staff and decision makers on equality issues and unconscious bias. In addition, the University supports a number of networks for women (e.g. Women Professors Network, Professional Services Women's Network) and supports female staff to undertake the Aurora Leadership Programme.

The University has a range of policies and guidance documents designed to promote gender equality, including policies on equality and diversity, flexible working, work-life balance, and guidance on domestic abuse and gender reassignment. The gender dimension is embedded in our curriculum and reflected in core internal processes such as recruitment and promotion.

In conclusion, I am confident that the dedicated resources described in this statement will drive forward the Gender Equality agenda in line with the University's strategic commitment to equality, diversity and inclusion.



Mark Power
Vice-Chancellor and Chief Executive, Liverpool John Moores University