

Imperial aims to meet the requirements of Horizon Europe’s Gender Equality Plan through Imperial’s Athena Swan Charter and other equality, diversity and inclusion (EDI) activity.

The Athena Swan Charter, managed by Advance HE, is a framework which is used across the globe to support and transform gender equality within higher education and research. Imperial was a founder member of the Athena Swan Charter in 2005 and currently holds a Silver award at the university-level (last submission May 2022).

Mandatory Process-Related Requirements

1. Public Document

Imperial’s latest [university Athena Swan submission from 2022](#) is available online. This includes a signed letter from Professor Ian Walmsley, Provost, on behalf of university leadership. The submission outlines our commitment to gender equality and includes an action plan for identified priorities.

Imperial’s [Values and Behaviours](#) publicly sets expectations of all staff, including Respect – “We treat each other fairly, with kindness and respect, valuing each person’s individual experience, perspectives and contribution.”

Imperial is currently developing its new [EDI Strategy](#), expected to be launched for the 2024/25 academic year.

2. Dedicated resource

The Associate Provost (EDI) role (created in 2017) leads on EDI work, including implementation and monitoring of our Athena Swan Action Plan. Imperial has had a dedicated, full-time Athena Swan Coordinate role since 2011, who supports our university-level gender equality work. The Athena Swan Coordinator is part of our [EDI Centre](#) (total of 9 roles), a dedicated team that works to support staff and make Imperial a better place to work.

As well as the university-level Athena Swan Self-Assessment Team (SAT), each academic department had its own SAT or EDI Committee. These are responsible for our 23 department Athena Swan awards (ranging from Bronze to Gold).

The university-level SAT sits alongside other similar groups in our governance structure, reporting into the [EDI Advisory Group](#) (chaired by Associate Provost (EDI)), which reports into the People and Culture Committee (chaired by the President), a subcommittee of the [University Management Board](#).

3. Data collection and monitoring

Imperial collects EDI data on staff and staff recruitment applicants, including information on sex and gender identity. Staff are able to self-declare on ICIS. These data are part of the self-assessment process for Athena Swan. For example, the Athena Swan Coordinator provides departments Athena Swan / EDI leads with standard data sets to help them monitor progress, identify issues, and develop actions. Our university Athena Swan action plan sets out a number of key metrics and measures of success.

As part of our Public Sector Duty, Imperial publishes an [annual EDI staff profile](#). We also publish [Gender Equality and Ethnicity Pay Gap data](#) on staff and some [student statistics](#).

Imperial conducts a [staff survey](#) every two years and results are considered by sex and other EDI breakdowns. Support is also provided for departments to run culture surveys as part of their Athena Swan applications.

4. Training

The [EDI at Imperial online course](#) is part of Imperial Essentials – this means that new staff are expected to complete within six months, and then every two years.

The EDI Centre provides an annual programme of training, including an [online unconscious bias training course](#) and a [managing unconscious bias in the workplace workshop](#).

As part of its awareness raising work, Imperial marks International Women’s Day each year with [Women at Imperial Week](#).

Five Recommended content-related (thematic) areas

Work-life balance and organisational culture

Developing a fair, transparent, and enhanced approach to facilitating flexible and hybrid working patterns is part of our Athena Swan action plan. Imperial’s [Flexible Working Policy](#) is available to staff who wish to request permanent and structured adjustments to their contractual working arrangements which may also include working part-time, hybrid working or changing their work pattern.

Gender-balance in leadership

Increasing the female representation on Imperial’s [Council](#) is part of our Athena Swan action plan. Recent appointments, including staff representatives, have been female.

Gender equality in recruitment and career progression

Recruitment is a key area of our Athena Swan action plan. As part of our [recruitment policy](#), all staff on recruitment panels are expected to have completed our [recruitment and selection training course](#), and we recommend panel members have also completed unconscious bias training.

We have developed [inclusive recruitment guidance web page](#) to further help recruitment managers.

Integration of the gender dimension into research and teaching content

A key area of the Athena Swan action plan focuses on boosting the numbers and improve experiences of female students. [Imperial’s Learning and Teaching Strategy has supported projects which pursue Strategy goals and enable experimentation in novel, digitally driven models of education and associated pedagogical approaches, to enhance the delivery of our education and an inclusive student experience.](#) For example in 2024 it supported the REET project: Resources for Embedding EDI in Teaching, to further embed EDI practices and equip students with EDI skills in the Mechanical Engineering department and wider Faculty and College.

Imperial’s Research Environment Toolkit helps research group leaders demonstrate their responsibilities to gender equality as part of broader EDI commitments.

Measures against gender-based violence, including sexual harassment

Imperial has developed a specific [Sexual Harassment, Sexual Misconduct and Sexual Violence Policy](#), in addition to our [Harassment and Bullying Policy](#).

Imperial has implemented the [Report + Support tool](#) to disclose unacceptable behaviours, including sexual harassment. Building confidence in the tool is part of our Athena Swan action plan. [Summary data from the tool](#) is reported online, alongside [summary Employment Relations statistics](#).

Imperial provides support for staff via our [Harassment Support Contacts](#) as well as HR. [Facilitated conversations](#) and [mediation](#) are available through HR. Student Services has a team of [Student Support Advisers](#) (Sexual Violence and Harassment) that help students who have experienced sexual violence, sexual misconduct or harassment

We also encourage staff to become [Active Bystanders](#), and offer [harassment training](#). We have introduced [Consent Matters training](#) for all students.