



UCLan Cyprus Equality, Diversity and Inclusion

GENDER EQUALITY PLAN

Updated - 2024/25

Following UCLan Cyprus' Equality, Diversity and Inclusion (EDI) Statement 2022-2028, the establishment of the EDI Committee in 2022 and its actions and decisions since then, the University has developed a plan capturing all the areas of operations of the University, identifying specific EDI targets and objectives. The EDI Committee is tasked to supervise and ensure implementation for each objective agreed for the next 5 years.

This is the Gender Equality Plan (GEP) of UCLan Cyprus.

The GEP was developed by the EDI Committee in March 2022, and it is reviewed and updated on regular basis.

The EDI Committee members are:

- Rector
- Chief Operating Officer
- HR Director
- Director of Academic Quality and Compliance
- Head of Student Support Department
- Chair of Research and Innovation Committee
- Chair of Student Experience and Engagement Committee
- Chair of Teaching and Learning Enhancement Committee
- Chair of Data Management Committee
- Representative of Academic Faculty in STEM/Psychology subject areas

The EDI Committee is responsible to ensure that the actions are implemented and the responsible unit(s) for each action have the capacity to implement them, and to ensure that the completion of each action meets the objectives agreed, as well as to provide reports on monitoring and progress on meeting the set objectives, and to update and enhance the GEP with any new objectives as they might arise.

Floros Voniatis
CEO and Chair of the Council

October 2024

A/A	Strategic Area	Short title	Objective	Period of implementation: 2022/23	Period of implementation: 2023/24	Period of implementation: 2024/25	Period of implementation: 2025/26	Period of implementation: 2026/27
1	Organisation, Governance and Operations	Policy Making	Incorporate the gender perspective in all university procedures, policies, plans and regulations.					
2	Organisation, Governance and Operations	Student Recruitment	Ensure equal opportunities, promote gender equality and celebrate diversity for all steps of the student recruitment process.					
3	Organisation, Governance and Operations	Staff Recruitment and Promotions	Promote gender equality and equal opportunities in staff Recruitment and Promotions					
4	Organisation, Governance and Operations	Membership and Leadership	Take specific measures so that gender is represented vertically in membership and decision-making in the university and across academic schools and administrative functions.					
5	Organisation, Governance and Operations	Awareness	Organise and conduct trainings to raise awareness on gender equality, equal opportunities and diversity issues both internally and within the wider community.					
6	Organisation, Governance and Operations	Culture	Cultivate a gender equality, equal opportunities and diversity culture across the university.					
7	Organisation, Governance and Operations	Security Policies	Incorporate the gender perspective on the design and implementation of all security policies.					
8	Knowledge Transfer	Course Planning	Ensure courses are designed without gender or diversity bias.					
9	Knowledge Transfer	Teaching Planning	Promote and cultivate a teaching culture that actively promotes the understanding of gender equality, diversion and social equality.					
10	Knowledge Transfer	Teaching Delivery	Leverage teaching as a tool to achieve gender equality.					
11	Transparency and Accountability	Core Values	Promote the university as one with the gender equality, equal opportunities and diversity incorporated in its core.					
12	Transparency and Accountability	Communication and Dissemination	Develop appropriate media to facilitate gender-inclusive communication					
13	Transparency and Accountability	Social Innovation	Raise the outward visibility of the university's gender equality, equal opportunities and diversity practices to collaborating partners and the society at large					

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15	Research and Innovation	Committee Membership and Participation	Ensure gender equality in representation and contribution in the research and innovation teams.					
16	Research and Innovation	Gender and diversity Inclusion	Promote and draw attention to gender equality in research and knowledge transfer output.					
17	Monitoring and Assessment	Data Management	Consolidate information across the Organisation on all gender equality, equal opportunities and diversity matters.					
18	Monitoring and Assessment	Data Analytics	Deploy techniques to analyse consolidated information, and discover and present useful knowledge that facilitates monitoring and assessment.					
19	Monitoring and Assessment	Learning and Evolving	Diagnosis, assessment and evolution of the Gender Equality, Equal Opportunities and Diversity Plan.					