

Gender Equality Plan Statement

October 2023

IDS is committed to ensuring and promoting gender equality and acknowledges a diversity and fluidity in gender identities. The institute's plans for gender equality are embedded within a range of initiatives, including our [Equity and Inclusion Action Plan](#), and the Equalities Champions Working Group Action plan.

We align with the Horizon Europe Gender Equality Plan (GEP) requirements as follows:

Public document

This Gender Equity Plan Statement is an official document endorsed by the Strategic Leadership Group at IDS, and it can be accessed on the IDS website, alongside our Equity and Inclusion Action Plan. It highlights our unwavering dedication to promoting gender equality as a key component of our commitment to all forms of equality, in accordance with the Horizon Europe Gender Equality Plan (GEP) requirements.

Dedicated resources

At IDS, we have committed resources to design, implement, and monitor Equality, Diversity and Inclusion work which incorporate the GEP. These resources include a full-time Equality, Diversity, and Inclusion HR Coordinator; an Equalities Champions Working Group that is open to staff and students; and a Strategic Leadership Group – Equalities, Diversity, and Inclusion Sub-committee. The IDS Board of Trustees has established a dedicated group of Trustees responsible for overseeing the Equity and Inclusion Action Plan, to ensure zero tolerance for inequitable and discriminatory behaviours.

Data collection and monitoring

At IDS, we provide bi-annual reports to the Board that cover EDI data on recruitment, promotions, and our general HR staff statistics. Additionally, IDS publishes an annual report on the [Gender Pay Gap](#).

Training

All staff who are involved in recruitment are expected to complete recruitment and selection training which includes a module on unconscious bias. We are implementing a range of mandatory Equity, Diversity, and Inclusion (EDI) training for all staff, which will include a component on addressing unconscious bias.

Furthermore, aside from fulfilling the four mandatory requirements, IDS also aligns with the following recommended thematic areas:

Work-life balance and organisational culture

We have a range of policies and guidance documents designed to promote gender equality, including policies on equality and diversity, flexible & hybrid working, transparent recruitment practices, a range of family friendly policies including enhanced maternity and shared parental pay, and a childcare fund.

Gender balance in leadership and decision-making

The [Strategic Leadership Group](#) at IDS currently has a gender-balanced composition with a 50/50 representation from both genders. Our diverse [Board of Trustees](#), also currently has a 50/50 gender balance. This is a consideration in all appointments to the Strategic Leadership Group and the Board. Equality, Diversity, and Inclusion is a standing item in all strategic meetings, emphasising its essential role in shaping every decision within IDS.

Gender equality in recruitment and career progression

We continue in our efforts to promote equity and inclusion in our recruitment process, regularly reviewing our policies to incorporate best practices.

Our recruitment process adheres to a structured framework where candidates submit applications, which are reviewed anonymously to guarantee fairness and appropriate job adverts are subject to gender decoding to promote a diverse talent pool. All recruitment panel members are required to complete recruitment and selection training. Additionally, each panel is intentionally composed to foster gender diversity, with a specific requirement that at least one panel member represents another team or department. This practice is firmly in place to champion equity and impartiality.

The data from our promotion procedures is regularly reviewed. Our professional staff are promoted through a transparent recruitment procedure and our Fellows have to apply to the Fellow Review and Promotions Board, which is a diverse panel with a strong gender balance.

Integration of gender into research and teaching content

At IDS, we aspire to witness a more equitable and sustainable world, where people everywhere can live their lives free from poverty and injustice. Two of our key commitments include reducing extreme inequalities and nurturing inclusive,

democratic and accountable societies. These principles resonate in the research conducted by IDS, with numerous projects dedicated to advancing gender equality. The gender dimension is essential to our institutional progress in relation to both research and teaching. IDS was pioneering when it introduced the taught Master's programme in Gender and Development 30 years ago, and this still continues to be a flagship IDS degree which examines, amongst other development topics, issues such as Gender, Identity, and Inclusion. The Institute also supports important student groups such as the Global Scholarship programme, which specifically ensures equal distribution across the sexes; though the main recipients are mainly women coming from under-privileged backgrounds.

IDS also has a long and distinguished history on cutting-edge gender research, publications and policy influence – including on topics such as micro-finance, women's empowerment, the care economy, disability and gender, gendered dimensions of health, masculinities, sexuality, gender and conflict and much more. We have also worked with South East Asian and African Higher Education Institutes to help these universities better integrate gender into their curricula. As evident in a recent *IDS Bulletin*, our work has also sought to assess the ways in which Covid-19 affected gender progress and asked how we can build back better. Ultimately, IDS ensures that its research is conducted with high integrity by following appropriate ethical procedures and sees gender as a significant dimension across a wide range of development topics.

Measures against gender-based violence, including sexual harassment

IDS has high expectations of professionalism as outlined in our [Code of Conduct](#) which all employees are signed up to, both in our own workplace and where we work in around the world. Our expectations are also stated in our policy to [prevent bullying and harassment at work](#).

IDS has a dedicated team of trained Mental Health First Aiders who are readily available to assist both staff and students and we have a confidential Employee Assistance Programme for staff that operates 24/7.

IDS students have access to the University of Sussex's report and support system which allows them to report issues confidentially.

In line with our Equity and Inclusion Action Plan, IDS will be reviewing and improving our current policies and procedures around reporting, exploring systems for anonymous reporting and ensuring appropriate support mechanisms.