

How The Institute of Cancer Research complies with the Horizon Europe Gender Equality Plan

Equality and diversity are embedded in the ICR's Values. Achieving an equal, open and collaborative culture is a foundation of the ICR's research strategy. Our work to create a culture where staff and students are supported to reach their potential and where all are treated with kindness and respect underpins our scientific research and collaborations. We align with the Horizon Europe Gender Equality Plan (GEP) requirements as follows:

1. Commitment to Gender Equality

The ICR was the second research institute to be awarded an [Athena SWAN Silver award](#) (in 2016, renewed in 2019), demonstrating that our work has had impact on career and experiences of female staff and students. The ICR's gender equality plan is predominantly set out in our Athena SWAN award submission and accompanying action plan. [The ICR's Athena Swan submission](#) was signed by ICR's former Chief Executive, Professor Paul Workman, and is publicly available.

The ICR also publishes an [annual equality report](#) that details progress against objectives, actions for the coming year and comprehensive data analyses to monitor progress. This covers all protected characteristics identified in the Equality Act 2010.

The ICR's Equality Policy and Challenging Bullying and Harassment Policy address our commitment to gender equality and all staff, students and visitors are responsible for following these.

2. Dedicated resources

The ICR's Equality, Diversity and Inclusion (EDI) Manager supports the implementation and monitoring of all EDI-related action plans. We have a dedicated leadership and governance structure, including an Athena SWAN Steering Group, Equality Steering Group, and EDI Champions embedded across the organisation such as an Executive Champion for gender who is a member of ICR's Executive Board. Further information is provided in our annual equality report and Athena SWAN submission (Section 3).

3. Data collection and monitoring

The ICR monitors and publishes equality and diversity data relating to staff and students annually, to assess the progress made and challenges faced in achieving our EDI objectives. This is found in our annual equality report, which sets out the indicators being measured and why these were chosen and demonstrates how the data is being used at the ICR to inform targets and evaluate progress. In addition, detailed gender analysis was undertaken as part of our Athena SWAN submission.

4. Training

All ICR staff and students attend a 'Supportive Workplace' course when they join our organisation, covering ICR's Values and expectations of behaviours, equality initiatives,

networks and sources of support. 'Active Bystander' training is mandatory for all, and this covers techniques to tackle inappropriate behaviour, delivered by accredited staff. In addition, ICR's [Learning and Development](#) team provide a range of training opportunities that address gender equality challenges such as recruitment and leadership development and run regular EDI webinars on topics such as sexual misconduct and harassment. Further information is provided in our Athena SWAN application (Section 5).

ICR's commitment to gender equality also addresses the following recommended Gender Equality Plan thematic areas:

- **Work-life balance and organisational culture:** the ICR's actions and initiatives under this theme are covered in section 5.3 (Flexible Working and Managing Career Breaks) and 5.4 (Organisation and Culture) of our Athena SWAN application. Examples include a comprehensive group of family leave policies including shared parental leave, the ICR Wellbeing programme and an extensive communications programme celebrating the role of women in the organisation.
- **Gender balance in leadership and decision-making:** the gender balance of senior Committees is monitored annually in our Annual Equality Report, and dedicated support is provided for female Faculty and Directors to promote career development within this group. ICR's Leadership Programme is detailed and evaluated under section 5.2 of our Athena SWAN application.
- **Gender equality in recruitment and career progression:** the ICR's actions and initiatives under this theme are covered in section 5.1 and 5.2 of our Athena SWAN application under Recruitment, Promotion and Career Development.
- **Measures against gender-based violence, including sexual harassment:** the ICR takes a zero tolerance approach to bullying, harassment and sexual misconduct, as stated on our [public website](#). Mandatory Supportive Workplace training for all staff and the ICR's Bullying and Harassment policy and [Equal Opportunities policy statement](#) set out expected behaviours, routes to report any instances of unacceptable behaviour and sources of support.