HDRUK
Health Data Research UK

HDR UK Gender Equality plan 2024 -2029: Actions aligned to thematic areas

Work-life balance and organisational culture

Objective	Actions	Timeframe	Measures	Ownership / Existing plans
To finalise a digital first working model for HDR UK staff that reflects our commitment to EDI principles	Present paper to SLT with key recommendations Consult with staff following agreement with SLT Agree internal ways of working and associated policies and processes Communicate agreed changes with staff Ensure all staff are trained	2024 April -June 2024 2024 2024 -2025	Digital first model published and communicated, feeding into longer term thinking on location strategy	Ownership Head of People In conjunction with COO ***Existing HDR UK plans*** People strategy Institute strategy
Review of People Polices to ensure that new legislative changes are reflected, potential equality impacts are assessed and that policies reflect family friendly working and any other	Ensure that all policies are up to date with new legislative changes around flexible working, maternity discrimination and dependents leave Develop and agree process / scope for equality impact assessments	April 2024 and then as and when changes are made 2025	Timely review of people policies Establishment of process for assessing equality impacts	Ownership Head of People in junction with Head of Contracts and Policy

associated changes in relation to ways of working principles	Ensure equality impact is assessed through the regular policy review process is (including inclusive language and digital accessibility). Ensure that all staff are trained appropriately	Ongoing / As and when changes are made		***Existing HDR UK plans*** People Strategy Staff Handbook EDI workplan
Staff led task and finish groups address targeted improvement areas from staff survey following each staff survey	Create staff wellbeing champions ensuring that these are gender balanced Create overarching wellbeing policy with a focus on ED&I and gender equality Set up mental health first aiders training ensuring these are gender balanced	Rolling programme starting in 2024 March 2024 – final draft to be ready for Autumn 2024 Rolling programme	Increased positivity in staff survey responses	Ownership Head of People working in conjunction with wider People Team and staff task and finish group Communications team ***Existing HDR UK plans*** People Strategy Comms Strategy Staff handbook

Continue to raise awareness of the importance of gender equality across HDR UK	Ensure that EDI work has a communication plan with gender equality as one focus area Contribute to events such as women in science week International Women's Day, LGBT events, Black history month disability awareness raising events Celebrate specific success in gender equality	Agreed by July 2024 Ongoing Ongoing	Number of events, communications or case studies shared	Ownership Board/SLT EDI working group People Team Communications team Capacity building team ***Existing HDR UK plans*** Institute strategy People Strategy Communications Strategy EDI work plan

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Gender balance in leadership and decision-making

Objective	Actions	Timeframe	Measures	Ownership / Existing plans
Ensure that HDR UK Board of Trustees are from a broad range of backgrounds including gender diverse	Ensure that up to date EDI data is collected and maintained on current board members Ensure that trustee recruitment considers diversity requirements – including gender balance e.g. use of appropriate external agency, gender balanced recruitment panel	2025 As and when required	Baseline measure established and monitored	Ownership Director of HDR UK/Head of Legal, Trust and Ethics, wider SLT and board ***Existing HDR UK plans*** Institute strategy Operational handbook EDI workplan

Ensure that HDR UKs emerging leaders programme supports wider EDI goals in addressing underrepresentation – including gender balance Ensure that the programme covers EDI from a leadership perspective	Ensure that application process is fair and balanced and that review panel is gender balanced Review content of programme ensuring that EDI is covered and specially gender equality issues raised Ensure that trainers and external speakers reflect gender balance requirements Ensure that programme is fully evaluated	Programme to commence in May-June 2024 (rolling 10- month programme)	Programme evaluation measures	Ownership Head of People with external partner ***Existing HDR UK plans*** People strategy
Ensure that thematic programme leads are gender balanced	Ensure that selection process is fair and supports wider aims of GEP Ensure gender equality for our Community Strategy integration group is outlined in TORs	Ongoing	To be measured potential via community data collection	Ownership Director of Strategy/SLT/Programme Directors Head of Open Science, Research Culture & Impact ***Existing HDR UK plans*** Institute strategy

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Gender equality in recruitment and career progression

Objective	Actions	Timeframe	Measures	Ownership / Existing plans
Address any gender inequalities in recruitment	Analyse and identify any gender and intersectional inequalities in recruitment Ensure that ongoing job evaluation takes place across all levels of roles Ensure that managers are trained in recruitment policies and processes Report annual recruitment and selection data analysis across collected diversity data	2025 and annual	Baseline measure established and monitored	Ownership Head of People/People team SLT ***Existing HDR UK plans*** People strategy Staff handbook EDI workplan
Review of current career progression policy	To be reviewed in line with ongoing people policies Recommendations for changes collated and agreed Address skills gaps through training /apprenticeships	By end of 2024	Staff report feeling supported in developing their career (i.e. via staff survey)	Ownership Head of People/People Team SLT ***Existing HDR UK plans*** People strategy Staff handbook

Review of recruitment practice and wider collaboration with external partners on best practice in inclusive recruitment	Agree working group approach / reporting and how actions will be taken forward. External best practice paper and guidelines to be written. Ongoing evaluation of inclusive recruitment practices	2026	Gender inequalities in recruitment reduced	Ownership Head of People People Team Existing plans Institute strategy People strategy EDI workplan

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Integration of the gender dimension into research and teaching content

Objective	Actions	Timeframe	Measures	Ownership / Existing plans
Understand how gender and gender diversity is currently considered within health data research and teaching content	Facilitate discussion on gender and gender diversity within HDR UK's research and partner community Collect evidence on current practice that considers gender and gender diversity within HDR UK driver and infrastructure programmes, within our Futures and Gateway platforms to inform future planning Consider gender dimension within the Alliance Strategic review, drawing on the evidence base for prioritising whether / how gender is considered within data standards (within the Data Standards workstream)	2025 and ongoing 2025 2025	Picture of current practice established to inform future planning	EDI WG / Communications Team Training team / Programme Delivery team Alliance - Data Standards workstream

Ongoing review of internship / scholarship programmes to ensure that they deliver required outcomes for underrepresented groups	Include review of full recruitment process, onboarding, individual and host experience Data should be provided on key EDI areas for applicants, shortlisted and successful candidates Full evaluation of individual and host experience Ongoing data captured on career progression of participants	Annually	Baseline and impact of programmes evidenced	Ownership Capacity building team Alumni network ***Existing HDR UK plans*** Institute strategy Capacity building strategy and workplan EDI workplan

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Measures against gender-based violence including sexual harassment

Objective	Actions	Timeframe	Measures	Ownership / Existing plans
Promote a culture of anti GBV and anti-sexual harassment	Ensure that appropriate policies are in place and published where required Ensure that all staff have appropriate training on policies Ensure that policies such as Safeguarding, Modern Slavery, Bullying and Harassment and Grievance are up to date Ensure that staff understand how to report any concerns	By end of 2024	Policy published and communicated	Ownership Head of People SLT Capacity building team EDI working group PAB Board Head of Open Science, Research Culture and Impact ***Existing HDR UK plans*** People Strategy Staff handbook Operational handbook EDI workplan

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