

Golden Vale Research (GVR) Gender Equality Plan (GEP)

1. Introduction

Golden Vale Research (GVR) is committed to promoting gender equality across all aspects of its operations. This Gender Equality Plan (GEP) outlines the organisation's strategic approach to ensuring equal opportunities, fair treatment, and an inclusive working environment.

2. Publication and Commitment

This GEP is a formal document approved and signed by senior management at GVR. It will be published on the organisation's website and communicated internally and externally to ensure transparency and accountability.

3. Dedicated Resources

GVR commits to allocating appropriate human and organisational resources to implement this GEP. Responsibility for gender equality will be assigned to designated personnel with appropriate expertise, supported by management.

4. Data Collection and Monitoring

GVR will collect and analyse sex-disaggregated data on staff across roles, seniority, and contract types. Annual reports will be produced to monitor progress, identify gaps, and guide future actions.

5. Training and Awareness

GVR will implement training programmes on gender equality and unconscious bias for all staff, including leadership and decision-makers. These initiatives aim to foster awareness and support cultural change within the organisation.

6. Key Objectives

- Promote gender balance in recruitment and career progression.
- Ensure equal pay and opportunities.
- Foster an inclusive and respectful workplace.
- Integrate gender dimension into research activities where relevant.

7. Monitoring and Review

This plan will be reviewed annually to ensure effectiveness and alignment with organisational goals and regulatory requirements.

Signed:

Director, Golden Vale Research

Date: 02/09/2023

