



National Institute for
Bioprocessing Research
and Training

Gender Equality Plan



NIBRT outlines below how it endeavours to meet both the mandatory requirements and thematic recommendations of a Gender Equality Plan

EC Horizon Europe Requirement	How NIBRT meets this requirement
<p>Publication of a formal document on our website endorsed by management</p>	<p>NIBRT’s credentials in supporting a Gender Equality Plan are proven through threading gender equality activity across all procedural and cultural aspects of how we work.</p> <p>NIBRT’s commitment to Gender Equality can be found in the following management approved documents which are available on www.nibrt.ie:-</p> <ul style="list-style-type: none"> Equality Policy Hybrid Working Framework Dignity at Work Family Leave Policies OTMR Recruitment (HRS4R) Equality Diversity & Inclusion Policy Menopause Policy <p>Our HRS4R plan and accreditation confirmation is on our website www.nibrt.ie/hrs4r</p> <p>Our accreditation stands until 2027.</p>
<p>Dedicated commitment of resources and seniority of participants on strategy group with a focus on EDI and gender equality to implement strategy and plan.</p>	<p>NIBRT’s internal stakeholders in gender equality progress include board members, senior management, middle management and research staff, training staff, administrative staff (especially the HR department), and PhD students.</p> <p>NIBRT has two relevant current working groups. The <i>Environmental, Social and Governance - Equality Diversity and Inclusion Working Group</i> comprises the CEO, Project manager and 6 participants. This EDI Working group is actively working on an ambitious strategy, following through on 3 pillar ambitions with particular emphasis on further (re)balancing our female gender representation at senior leadership level within NIBRT.</p> <p>NIBRT is the holder of the Silver Investors in Diversity accreditation from the Irish Centre for Diversity confirming EDI is embedded in everything we do in NIBRT. We are pursuing our Gold accreditation which when achieved will confirm NIBRT as a leader in EDI excellence.</p> <p>NIBRT holds the HRS4R, HR Strategy for Researchers EU recognised Research Institutes accreditation. The ongoing embedding is project managed by NIBRT HR, working long term on deeply embedding the 40 principles of the Charter and Code, one of which is ‘Non-discrimination’. <i>“Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition”</i>. https://euraxess.ec.europa.eu/jobs/hrs4r</p>

<p>Data Collection and monitoring</p>	<p>Data is collected by HR in an Annual Staff Survey and informs our activities.</p> <p>The ESG EDI working group also specifically collect insights to inform EDI activity across NIBRT and to inform and update our Policies from a best practice perspective.</p> <p>Data on Gender Pay Gap reporting is collected by our Finance partner with responsibility for mandatory reporting, NIBRT will voluntarily however report on our Gender Pay Gap ahead of the mandatory deadline for companies.</p> <p>Working with our Diversity partner Irish Centre for Diversity two recent major surveys of our staff were undertaken and the results of which informed our Diversity accreditation, including importantly, gender relevant feedback.</p> <p>The NIBRT approach to gender equality is holistic and engages the whole organisation, either through direct involvement in working groups or by survey to gather opinion and feedback. The activities and actions are tailored for our organisation, encouraging participation and leading to a living framework updated and supported regularly to ensure its effectiveness.</p>
<p>Awareness training</p>	<p>HR offer workshops on EDI areas of interest, for example in 2021 Unconscious Bias workshops.</p> <p>HR on a mandatory basis delivered Dignity at Work training for all employees in 2022.</p> <p>Cultural Awareness and also Inclusive Language training was most recently delivered in 2023 by our expert Diversity partners www.irishcentrefordiversity.ie.</p> <p>NIBRT run Menopause Understanding training for all managers in line with our Equality and overall gender support agenda.</p>

The following five thematic areas are considered essential factors for gender equality in R&I by the European Commission.

1. Work-life balance and organisational culture:
2. Gender equality in recruitment and career progression
3. Gender balance in leadership and decision-making
4. Measures against gender-based violence including sexual harassment
5. Integration of the gender dimension into research and teaching content

NIBRT are addressing comprehensively all five areas with particular completeness attained in the first four listed above. We have a very open culture and approach to approving work life balance requests and benchmarked all relevant policies to best practice. We follow the OMTR recruitment strategy (HRS4R) and have a comprehensive job banding structure in place to support attainment of next level competencies to support progression (promotion) in career. Our active ESG EDI Working Group are due to report to the Board with a Strategy Proposal to continue to rebalance female representation in senior leadership positions in NIBRT. Our comprehensive Dignity at Work Policy is briefed to all staff and students via mandatory training periodically. We will engage with stakeholders on integration of the gender dimension into research and teaching content. We are proud of our Board when viewed through the gender equality lens, it is comprised of 8 females and 5 males.

At NIBRT, our commitment to science community engagement is underscored by a dedicated focus on empowering women in science, fostering inclusivity, and promoting gender diversity to ensure a vibrant and equitable future for the scientific community.

