Gender Equality Plan 2023- 25

# Foreword

This document was written by the National Institute for Health & Care Excellence (NICE).

# Our commitment

# NICE is committed to gender equality within its workforce as part of its wider focus on equality, diversity, and inclusion (EDI).

Much of our gender equality work is embedded within a range of existing initiatives and action plans. It is a key consideration as we develop our EDI action plan for 2023/24 and strategic EDI Roadmap. We will update our Gender Equality plan document in line with our broader EDI planning.

This gender equality plan (GEP), an eligibility requirement of Horizon Europe funding, is welcomed as an opportunity to focus in on gender inequalities and set gender-specific objectives as part of our broader EDI work.​

The Chief People Officer endorses this plan to lead us in our continuing journey towards gender equality at NICE.

# Introduction This plan outlines:

* examples of how NICE meets the mandatory requirements for funding by the Horizon Europe programme.
* the actions we are committed to delivering across five thematic areas recommended by the European Commission

When compiling this document we have followed the [**Horizon Europe guidance on gender equality plans (op.europa.eu)**](https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669).

**How we meet the mandatory requirements**

## A formal and public published document

Our GEP is a public document published on our website.

The plan is fully supported by our Chief Executive Officer. NICE’s Chief People Officer, will be responsible for taking the gender equality plan forward.

## Dedicated resources and expertise

NICE has two workforce EDI specialist roles.

Our EDI professionals work with staff from across NICE to develop a portfolio of work to ensure we are taking steps to deliver our organisational EDI objectives and action plans, and address areas we have identified as requiring improvement. This includes activity to support gender equality.

We also have a range of staff-led groups which bring ‘expertise by experience’ to our gender equality work. NICE and Proud, our LGBTQ+ Staff Network, for example, provides NICE with insight into issues relating to trans and non-binary colleagues, as well as support to staff from those groups. NICE staff have also formed an informal menopause group.

Our Race Equality Network (REN) and Disability Awareness and Wellbeing Network (DAWN) provide further insight into gender issues, as well as supporting colleagues of all genders.

NICE also benefits from a wealth of in-house expertise relating to gender equality in workstreams concerned with NICE guidance production, commissioning and implementation.

## Data collection and monitoring

We collect, publish and monitor workforce data relating to gender equality as a part of our Annual Equality Reporting.

Our Gender Pay Gap (GPG) data is submitted annually. In addition to fulfilling GPG statutory requirements, our annual GPG reporting includes the following additional data:

* The distribution of gender across pay bands.
* Workforce and pay data relating to gender differentials regarding internal promotions, and new recruits
* Gender Pay Gap by ethnicity.

Collecting and monitoring this additional data allows for a more comprehensive approach to our gender pay gap reporting and monitoring. It also supports our broader annual EDI action planning regarding gender equality.

**Our commitment:**

Our 2022/23 EDI workforce action plan made a commitment to review and improve our workforce EDI data reporting, and we have taken steps to make improvements in the area of sexual orientation and gender in the past year.

We will continue to progress work in this area for the period 2023-25 (see objective 1 below).

## Training and awareness

In keeping with commitments made in our 2022/23 EDI workforce action plan, NICE has taken a number of specific actions in the past year to build awareness, knowledge, and skills in the area of workforce equality and diversity.

To support our work in the specific area of gender equality, NICE has set up a Women into Leadership working group to co-ordinate a workstream focused on career development and progression for women at NICE.

In January 2023, the group hosted two events on the theme of Women and Leadership, offering staff an opportunity to identify issues relating to gender equality relevant to NICE. These suggestions will be used to help shape an awareness and training offer for the period 2023/24

NICE has also commissioned a new mandatory EDI training e-learning offer, and a suite of workshops focusing on anti-racism, LGBTQ+, disability, and allyship. A consideration of gender equality issues is incorporated into this training as a part of our commitment to promoting intersectionality across our EDI work.

NICE staff are encouraged to raise awareness of issues relating to equality and inclusion, including the publication of personal ‘blogs’ on our internal intranet. Staff have used this opportunity to share information and experiences relating to gender equality, for example blogs promoting International Women’s Day, and male allyship.

Our Staff Networks also play a key role in raising awareness of gender equality issues. In 2022/23, NICE and proud, for example, invited external speakers to talk on a variety of topics, including the experiences of those who identify as transgender, and the measurement of sex, gender and sexual orientation in research.

**Our commitment:**

Building on the work we have started in 2022/3, NICE will commit to scoping and delivering further activity to build awareness, knowledge, and skills in the area of gender equality for the period 2023/ 2025 (see objective 2 below).

# Further commitments to Gender Equality

In addition to meeting the mandatory requirements, we are committed to the four applicable thematic areas recommended by the European Commission.

These are:

* work-life balance and organisational culture
* gender balance in leadership and decision-making
* gender equality in recruitment and career progression
* measures against gender-based violence including sexual harassment.

In the following sections, we have set out the details of each thematic area’s current objectives and actions for the period 2023-25. For each one, we include:

* actions
* deliverables, measures, and timescales
* ownership and existing plans

**Please note:**

The objectives and actions identified in our GEP will be embedded in our annual workforce EDI action plans and strategic EDI roadmap (in development).

Any additional objectives and actions relating to gender equality which emerge through our broader EDI action planning will be incorporated into this plan, which will be updated as appropriate.

**Work-life balance and organisational culture:**

**Objective: improve the quality and scope of our gender data collection, monitoring and reporting**

**Action**

* Review of gender data collection, monitoring, reporting, and benchmarking, with recommendations for improvements

**Deliverables, measures, and timescales**

* Review of existing data collection, reporting and benchmarking relating to gender, with recommendations
* Recommendations implemented, including establishment of any new data collection activity, KPIs, or reporting requirements.
* Deliverables and measures to be realised by the end of March 2024.

**Ownership and existing plans**

* People and Place team
* Workforce EDI plans and EDI Roadmap

**Objective: building awareness and capability in gender equality across NICE**

**Action**

* Develop and embed gender equality awareness as a distinct strand in our existing EDI ‘calendar’ activity and communication plans.

**Deliverables, measures, and timescale**

* Ensuring coverage of key gender equality events and awareness days
* Items raising awareness of gender equality issues shared with staff.
* Staff-led awareness raising activity encouraged and enabled, for example sharing stories and experiences.
* Active celebration of gender equality activity and impacts.
* Deliverables and measures to be realised by the end of March 2024.

**Ownership and existing plans**

* People and Place, Communications teams
* Workforce EDI plan and EDI Roadmap
* Communications plans

**Action**

* Scope, develop and deliver learning and development activity and resources for all staff on gender equality as part of the ongoing development of NICE’s EDI learning and development offer.

**Deliverables, measures, and timescale**

* Produce a set of recommendations regarding future learning activity.
* Develop gender equality awareness content on NICE’s learning hub.
* Identify and promote relevant external learning opportunities to staff.
* Design and delivery of any additional learning and development activity
* Deliverables and measures to be realised by the end of March 2024.

**Ownership and existing plans**

* People and Place team
* Workforce EDI plan

**Gender balance in leadership and decision-making**

**Objective: to improve gender balance in leadership and decision-making forums across NICE**

**Action**

* Undertake a review of the gender balance of leadership and management teams, and other key decision-making forums across NICE, with recommendations and actions.

**Deliverables, measures, and timescales**

* Review scoped and completed, with recommendations for actions, by the end of March 2024
* Agreed actions implemented by the end of March 2025.

**Ownership and existing plans**

* People and Place and Director of Organisational Transformation
* Workforce EDI action plans and EDI Roadmap

**Gender Equality in recruitment and career progression: objectives**

**Objective: set metrics and targets to improve representation where there is identified gender underrepresentation in senior roles**

**Action**

* To develop organisational and Directorate level metrics and targets to improve any identified gender representation at senior levels

**Deliverables, measures, and timescale**

* Organisational and Directorate level metrics to improve gender representation are set and implemented. By the end of March 2024
* Set reasonable targets across a five-year period (as part of the development of the EDI Road Map). By the end of March 2024

**Ownership and existing plans**

* People and Place
* Workforce EDI action plans and EDI Road Map

**Objective: to identify** **any gender inequalities with regard to career progression and recruitment, and develop plans to address identified barriers**

**Action**

* To identify any gender and intersectional inequalities and barriers with regard to career progression, with recommendations for actions for any identified areas for improvement

**Deliverables, measures, and timescales**

* Review undertaken with recommendations, including the development of action plans. By the end of March 24
* Agreed actions implemented by the end of March 2025.

**Ownership and existing plans**

* People and Place
* Workforce EDI action plans and EDI Road Map
* Talent Management strategy and action plans (in development)

**Action**

* To take steps to identify any gender and intersectional inequalities and barriers in our recruitment practices and processes, with recommendations for actions for any identified areas for improvement.

**Deliverables, measures, and timescales**

* Review undertaken with recommendations, including the development of action plans. By the end of March 2024
* Agreed actions implemented by the end of March 2025.

**Ownership and existing plans**

* People and Place
* Workforce EDI action plans.
* Talent Management strategy action plans (in development)

**Measures against gender-based violence (GBV) including sexual harassment: objectives.**

**Objective: to promote a culture of anti-GBV and anti-sexual harassment**

**Action**

* Scope and develop a programme of work to raise awareness of gender-based sexual harassment and violence.

**Deliverables, measures, and timescales**

* Programme of awareness activity scoped and developed, with action planning. By the end of March 24.
* Agreed actions implemented by the end of March 2025

**Ownership and existing plans**

* People and Place
* Workforce EDI action plans and EDI Road Map