



The SDG Accord

The University and College Sector's Collective Response to the Global Goals

Integration of SDGs in

- Institutional governance/strategic level
- SDGs in research
- SDGs in campus operations
- SDGs in curriculum development
- SDGs in student engagement activities
- SDGs into community activities
- SDGs at a whole-institution level

Focus on

- Goal 1 - No poverty
- Goal 2 - Zero hunger
- Goal 3 - Good health and wellbeing
- Goal 4 - Quality education
- Goal 5 - Gender equality
- Goal 6 - Clean water and sanitation
- Goal 7 - Affordable and clean energy
- Goal 8 - Decent work and economic growth
- Goal 9 - Industry, innovation and infrastructure
- Goal 10 - Reduced inequalities
- Goal 11 - Sustainable cities and communities
- Goal 12 - Responsible consumption and production
- Goal 13 - Climate action
- Goal 14 - Life below water
- Goal 15 - Life on land
- Goal 16 - Peace, justice and strong institutions
- Goal 17 - Partnerships for the goals

Summary – Commitment to SDG 5 Gender Equality

GCU has a long-standing commitment to equality, diversity and inclusion for both staff and students. This is enshrined in the GCU Strategy 2030 and evidenced by our 2020-21 gender-related achievements including being one of two Scottish institutions to have achieved an institution-level Silver Athena Swan award, and being ranked fifth in the world in the Times Higher Education Impact Rankings 2021 for SDG 5 Gender Equality (this improved to 4th place in 2022).

GCU has strengthened our career pipeline for women through investment in Aurora, Transformational Leadership, Coaching and Mentoring, and even before the pandemic we facilitated greater levels of flexible working by strengthening and relaunching our Flexible Working and Family Leave policies. This has contributed to the number of women in senior management contracts growing by over 30% since 2016 and by 2021, two thirds of our senior managers were women. In 2021 seven out of our eight new appointments to Professor were female.

The University is committed to ensuring that it identifies and seeks to address any gender related barriers to the participation, progression and performance of students at GCU. Analysis of enrolled student data by gender and subject area to identify and inform future actions is undertaken annually. Analysis of progression and completion data is also undertaken annually to assess if there are areas where the gender balance is inappropriate and to seek to address these areas.

Outline the benefits of integrating this theme:

- 1.** The number of women returned in the REF 2021 was an 80% increase on REF 2014.
- 2.** Women now comprise over 50% of the membership of the majority of our most influential committees.
- 3.** The University has achieved a further reduction in our gender pay-gap from 18.3% in 2013 to 10.6% in 2020 (2020 UK Sector Average 15.7%) through our drive to increase the representation of women in senior roles.

Outline the barriers or challenges encountered in integrating this theme and how you overcame these:

- 1.** GCU seeks to address the gender gap in students undertaking STEM subjects through initiatives such as SmartSTEMs which aims to provide equity of opportunity to young people into STEM with particular focus on the gender gap for female students into STEM. Pupils have the chance to try fun workshops to find out more about robotics, games design, coding, building, and water treatment.
- 2.** Throughout COP26, the GCU campus hosted daily events to inspire the next generation. Glasgow secondary schoolgirls had their voices heard on gender equality in the fight against climate change at a two-week Girls@COP26 – The Solutions are Feminist event, hosted by Glasgow City Council in partnership with GCU's Centre for Climate Justice and Women of the World foundation (WOW).

Conclusions and recommendations

1. The complex and multi-dimensional nature of gender inequality requires focus across many different areas of a University.
2. Glasgow Caledonian University has a long standing commitment to gender equality. Change in this area takes time and focus.